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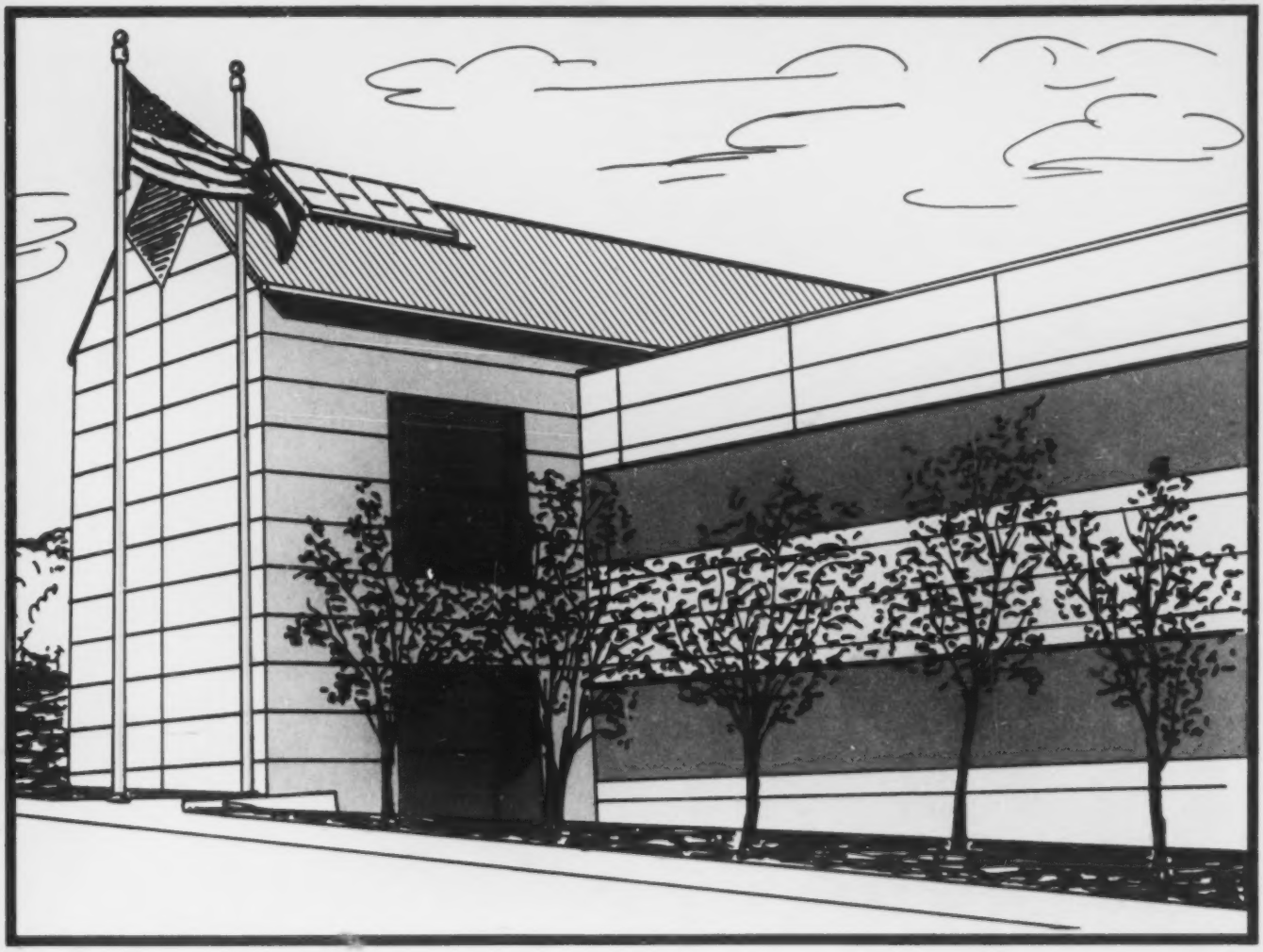

Missouri Department of Labor and Industrial Relations

Annual Report 1990

Office of the Director

Labor and Industrial Relations Commission • Division of Labor Standards

State Board of Mediation • Division of Workers' Compensation

Governor's Committee on Employment of People with Disabilities

Missouri Commission on Human Rights • Division of Employment Security

John Ashcroft
Governor
State of Missouri

Donna M. White
Director
Department of Labor and Industrial Relations

MISSOURI DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS
JEFFERSON CITY, MISSOURI 65101
(314) 751-4091

JOHN ASHCROFT
GOVERNOR

DONNA M. WHITE
DIRECTOR

December 1, 1990

The Honorable John Ashcroft
Governor of Missouri and
The Labor and Industrial Relations Commission

Dear Governor and Commission Members:

On behalf of the Missouri Department of Labor and Industrial Relations, I am pleased to present our sixteenth Annual Report. This report is submitted as an accountability tool documenting departmental services and activities for fiscal year 1990. During the past year, the department has focused our efforts on encouraging economic stability in the State of Missouri through fair and effective administration of agency programs.

Mine Safety and Health with the Division of Labor Standards, achieved the best overall safety record in 90 years of record keeping and 4+ years without a mining fatality. The Department also placed emphasis on workplace safety.

With the grand opening of the new Department of Labor & Industrial Relations Building in April, 1990, all divisions, with the exception of Employment Security, are consolidated into one location at tremendous cost savings and conservation of resources.

As you review this report, you will note other achievements through the programs we execute in a united effort to improve the quality of life for the citizens of the State of Missouri.

Sincerely,

Donna M. White
Director

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Sixteenth Annual Report
Fiscal Year Ending June 30, 1990

Department of Labor and Industrial Relations ..... Donna M. White, Director
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Jefferson City, MO 65102
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Labor and Industrial Relations Commission ..... Hannelore D. Fischer, Commission Chairman
3315 W. Truman Blvd., P.O. Box 599
Jefferson City, MO 65102
314-751-2461
Philip M. Barry, Member
Lester L. Watkins, Member
Mary Lou Lanza, Secretary

Divisions of the Department

Division of Labor Standards ..... Kevin Dinwiddie, Director
3315 W. Truman Blvd., P.O. Box 449
Jefferson City, MO 65102
314-751-3403

State Board of Mediation ..... Mary L. Gant, Chairman
3315 W. Truman Blvd.
Jefferson City, MO 65101
314-751-3614

Division of Workers' Compensation ..... Richard R. Rousselot, Director
3315 W. Truman Blvd., P.O. Box 58
Jefferson City, MO 65102
314-751-4231

Missouri Commission on Human Rights ..... Alvin A. Plummer, Executive Director
3315 W. Truman Blvd., P.O. Box 1129
Jefferson City, MO 65102
314-751-3325

Governor's Committee on Employment of People with Disabilities ..... Richard C. Powell, Executive Secretary
3315 W. Truman Blvd., P.O. Box 1668
Jefferson City, MO 65109
314-751-2600 (Voice and TTY)
1-800-877-8249 (Voice and TTY)

Division of Employment Security ..... Tom Deuschle, Director
421 E. Dunklin St., P.O. Box 59
Jefferson City, MO 65104
314-751-3215

Department of Labor and Industrial Relations

The Missouri Department of Labor and Industrial Relations was established by the Omnibus State Reorganization Act of 1974 for the purpose of assisting and encouraging economic stability in the state.

End-of-the-year reports indicate that the Department's six Divisions played important roles in helping carry out this mission.

For example, the Division of Employment Security is required to administer the state's Unemployment Insurance Trust Fund and pay benefits to workers who become unemployed through no fault of their own. During FY 1990, the Division paid $277.1 million to eligible workers on a timely basis.

In addition, the Division's Employment Service staff made 599,244 referrals to employers, and more than 101,000 of those referrals were hired.

Also, the Governor's Committee on Employment of People with Disabilities continued during FY 1990 to serve as a link in the information and advocacy system for handicapped Missourians. There were almost 3,000 information, referral and advocacy contacts during the year.

The Division of Workers' Compensation continued providing a service to workers injured on the job. During the year, the Division received and processed 193,188 reports of injuries, an increase from the 185,570 reports processed the previous year.

And, the Missouri Commission on Human Rights experienced a growing caseload as the agency worked to combat discrimination in the state.

Missouri Department of Labor and Industrial Relations
Administrative Expenditures Fiscal Year 1990

Agency	Personal Service	Equip. & Expenditures	Program Specific	Total
Director & Staff	$ 120,830.00	$ 26,775.20		$ 147,605.20
Labor and Industrial Relations Commission	469,601.96	92,453.86		562,055.82
Gov. Comm. on Empl. of People with Disabilities	163,721.44	49,070.38		212,791.82
Board of Mediation	82,581.96	23,407.71		105,989.67
Comm. on Human Rights	849,902.33	214,436.64		1,064,338.97
Div. of Labor Standards				
Administration	603,013.46	140,570.00		743,583.46
On-Site	210,553.37	111,466.89		322,020.26
M.S.H.A.	66,045.92	74,661.36		140,707.28
Subtotal	879,612.75	326,698.25		1,206,311.00
Workers' Compensation				
Administration	3,515,425.00	2,071,835.00		5,587,260.00
Second Injury Fund			$18,904,056.00	18,904,056.00
Crime Victims Comp.			2,253,404.00	2,253,404.00
Subtotal	3,515,425.00	2,071,835.00	21,157,460.00	26,744,720.00
Div. of Employ. Sec.				
Administration	38,862,176.00	12,767,306.07		51,629,482.07
Spec. E.S. Fund			353,243.69	353,243.69
JTPA Contracts		10,709,909.93		10,709,909.93
Fed. Contracts (TRA)		2,618,319.52		2,618,319.52
Subtotal	38,862,176.00	26,095,535.52	353,243.69	65,310,955.21
Grand Totals	$45,036,326.63	$41,697,266.91	$21,388,480.69	$95,354,767.00

Office of the Director

The Director of the Department of Labor and Industrial Relations is responsible for the overall supervision and management of the six agencies operating within the Department. In this regard, the director has final authority on personnel and budgetary matters, uses of state and federal funds as appropriated to the department, and policy formulation. Recommendations are made to the Governor by the director in the area of labor, job training and employment matters. Six division heads and two personal staff members as assigned report directly to the department director.

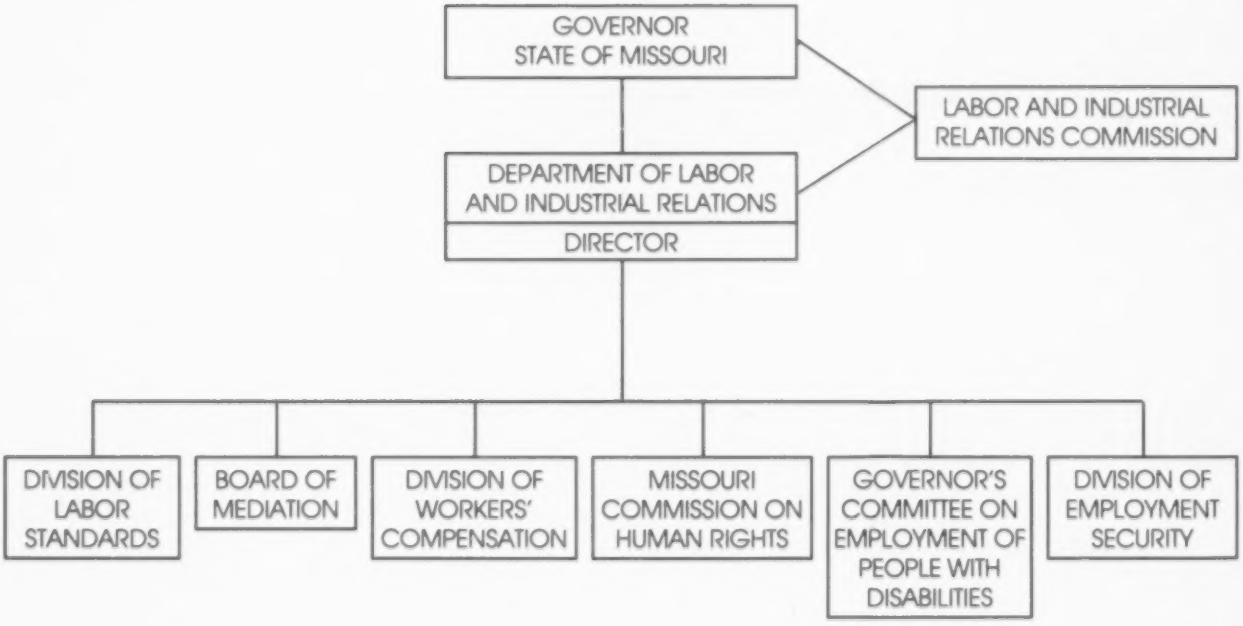
The Department of Labor and Industrial Relations is responsible for administering programs which:

- promote job placement;
- provide an income contribution for workers to offset the loss of a job because of injury;
- provide an income contribution for workers to offset the loss of a job because of layoff;
- resolve matters of majority representation and appropriate bargaining units, and the first steps in collective bargaining;
- regulate wages for certain work in public works and construction and for women;
- assist in employment of the handicapped;
- enforces Missouri's antidiscriminatory statutes.

Primary Goal

Individual economic stability and advancement is the primary goal of the department. Underlying the economic stability goal is the need to be responsive and fair to both employees and employers.

The three-member Labor and Industrial Relations Commission serves as an appeals body, and makes decisions from appeals by interested parties concerning monetary awards arising out of the unemployment insurance and workers' compensation programs, and from determinations on the prevailing hourly rates of wages on public works and highway contracts.


GOVERNOR
STATE OF MISSOURI
LABOR AND INDUSTRIAL RELATIONS COMMISSION
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
DIRECTOR
DIVISION OF LABOR STANDARDS
BOARD OF MEDIATION
DIVISION OF WORKERS' COMPENSATION
MISSOURI COMMISSION ON HUMAN RIGHTS
GOVERNOR'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES
DIVISION OF EMPLOYMENT SECURITY

Labor and Industrial Relations Commission

The Labor and Industrial Relations Commission is composed of three members appointed by the Governor by and with the advice and consent of the Senate.

One member of the commission who, by reason of his previous activities and interests and who is licensed to practice law in the State of Missouri, shall represent the public. Another member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employer. The remaining member, on account of his previous vocation, employment, affiliation or interests, shall be classified as a representative of the employee.

A member of the commission is designated by the Governor as chairman. Historically, the representative of the public was always designated and confirmed as chairman of the commission and the present designee as chairman is also the public member designee of the commission.

Duties

The commission reviews all appeals from decisions and awards in workers' compensation cases, unemployment compensation cases and victims of crimes compensation cases and hears objections to prevailing wage determinations at the highest administrative level.

In connection with these appellate duties, the commission holds hearings and renders written opinions pursuant to the provisions of the Missouri Administrative Procedure Act which are, in turn, subject to review by the Supreme Court of Missouri and courts of lesser appellate jurisdiction.

Appeals

Employment Security

	1990	1989
Employee Benefit Appeals	2,927	2,867
Employer Contribution Appeals	102	192
Benefit Decisions Issued	371	438
Benefit Orders Issued	2,677	2,358
Contribution Decisions Issued	18	7
Contribution Orders Issued	109	170
Hearings and Oral Argument	17	24
Appeals to Circuit Court	114	117
Benefit Cases Pending June 30	764	786

Workers' Compensation

	1990	1989
Application for Review of Award of Administrative Law Judge	247	251
Application for Modification of Award of Administrative Law Judge	52	80
Applications for Approval of Settlements	41	59
Awards Issued	166	126
Orders Issued	210	183
Hearings, Oral Arguments and Evidence	81	77
Appeals to Circuit or Appellate Courts	76	53
Applications for Review on Hand June 30	60	31
Applications for Modifications Pending June 30	30	41
Cases Pending for Review June 30	64	66
Cases Pending for Oral Arguments June 30	8	62

Prevailing Wage

	1990	1989
Objections Filed	48	52
Objections Heard	14	8
*Hearings	5	6
Orders Issued	23	22
Final Determinations	3	5
Appeals to Court	4	1

*Appropriate consolidation of objections filed resulted in the number of Hearings conducted.

Division of Labor Standards

The Division of Labor Standards was created by the Reorganization Act of 1974 by combining the divisions of Industrial Inspection, Mine Inspection and the Prevailing Wage Section.

The administrative officer of the division is the director who reports to the Director of the Department of Labor and Industrial Relations.

The director, with administrative support personnel, performs the business and accounting for all receipts and expenditures of all funds allocated to the division, collection of fees, issuance of theatrical booking agency licenses, provides assistance to the public relating to wages, hours and dismissal rights and compiles and coordinates reports and statistics in support of the operating sections. The operating sections are the Prevailing Wage Section and the Inspection Section.

The Prevailing Wage Section is responsible for enforcement of what is known as "The Prevailing Wage Law" which provides that no less than the prevailing hourly wages for work of a similar character in the locality in which the work is performed shall be paid to all workers employed by or on behalf of any public body engaged in public work.

The Inspection Section consists of two parts: (1) mine inspection, and (2) on-site consultation and inspection.

Inspection Section

Among the duties assigned the Inspection Section are: (1) Enforcement of the provisions of the State Child Labor Laws, Chapter 294, RSMo, 1978; (2) Investigation of all accidents serious enough to require physical rehabilitation, and recommendations of safety equipment and procedures to the employers of the injured employees, Section 291.140, RSMo, 1978; (3) Inspection and licensing of theatrical booking agencies, Chapter 289, RSMo, 1978; (4) Wages, hours and dismissal rights, Chapter 290, RSMo, 1978; (5) Inspection of Missouri Mines and Caves, Chapter 293, RSMo, 1978.

Inspection Section Productivity Statistics

Child Labor Inspections	4,073
Violations Identified	140
Work Certificates Checked (14 year olds)	588
Work Certificates Checked (15 year olds)	1,516
Work Certificates Checked (All Others)	79
Complaints Received	47
Theatrical Booking Agencies Licensed	10

Missouri Mineral Production FY 1990

Kind of Mine	Tons Produced FY 1989	Tons Produced FY 1990
Clay	869,997	862,922
Coal	3,629,806	* 3,107,262
Copper	97,276	61,903
Iron	1,041,298	1,109,961
Lead	531,947	534,074
Zinc	100,002	99,106
Granite (Felsite)	375,794	412,753
Shale	1,040,820	1,010,369
Silica Sand	843,591	797,529

Concentrates — Lead-Zinc-Copper
Pellets — Iron
* Estimated Tons

Clay FY 1990

Clay production in FY 1990 showed a decrease of 7,075 tons compared to FY 1989.

Leading Clay Producers for FY 1990

A. P. Green Refractories Co.	208,063
Lowe's Southern Clay Co.	184,520
River Cement Co.	125,724
Ray Miller Excavating Co.	69,790

Operators	Tonnage
A. D. Willis & Son Co.	6
Alsey Refractories Co.	23,000
A. P. Green Refractories Co.	208,063
Arthur Dillon Co.	26,618
Dillon Clay Mining Co.	24,633
Forest Johnson Clay Co.	21,526
Harbison-Walker Refractories Co.	34,854

Operators (cont.)	Tonnage
Kasten Clay Products	16,925
Langenberg Mining Co.	23,765
Lowe's Southern Clay Co.	184,520
National Refractories Co.	8,203
River Cement Co.	125,724
Southern Clay, Inc.	30,710
Mantle Mining Co.	64,585
Ray Miller Excavating Co.	69,790

10-Year Production Record

Year	Tons	Year	Tons
1981	887,639	1986	653,804
1982	816,118	1987	682,499
1983	653,058	1988	717,689
1984	729,138	1989	869,997
1985	810,323	1990	862,922

Coal FY 1990

Coal production in FY 1990 decreased 522,544 tons when compared to FY 1989.

Leading Coal Producers for FY 1990

Associated Electric Corp., Inc.	2,247,641
Pittsburg & Midway Coal Co. (Empire Mine)	373,617
Pittsburg & Midway Coal Co. (Midway Mine)	165,359

Operators	Tonnage
*Kentucky Indiana	**19,378
Associated Electric Corp., Inc.	2,247,641
Riedel Industrial Wage Management	123,449
Caylor Construction Co.	127,117
Sunrise Coal Co.	**29,821
Missouri Mining Co.	20,880
Pittsburg & Midway Coal Co. (Empire Mine)	373,617
Pittsburg & Midway Coal Co. (Midway Mine)	165,359

*Formerly Am-Earth **Estimated tonnage

10-Year Production Record

Year	Tons	Year	Tons
1981	4,623,130	1986	4,773,784
1982	5,471,155	1987	4,248,124
1983	5,460,848	1988	4,201,668
1984	5,752,206	1989	3,629,806
1985	6,634,174	*1990	3,107,262

*Estimated tons

Production by County

County	Tons
Barton	373,617
Bates	*195,180
Putnam	20,880
Ralls	123,44[illegible]
Randolph	2,247,641
Vernon	*146,495

*Estimated tons

Iron FY 1990

Iron production increased 68,663 tons during FY 1990 compared to FY 1989.

Operator	Tonnage
Pea Ridge Iron Ore Co.	1,109,961

10-Year Production Record

Year	Tons	Year	Tons
1981	1,554,612	1986	1,248,768
1982	1,553,513	1987	787,411
1983	618,178	1988	898,400
1984	1,420,395	1989	1,041,298
1985	1,104,638	1990	1,109,961

Lead, Zinc, Copper FY 1990

Lead production in Missouri for FY 1990 increased 2,127 tons when compared to FY 1989. Zinc decreased 896 tons compared to FY 1989. Copper production decreased 35,373 tons compared to FY 1989.

Operators	Lead	Zinc	Copper
The Doe Run Co.	320,161	50,476	57,195
Cominco Metals, Inc.	94,033	15,641	4,708
Asarco, Inc.	119,880	32,989	

10-Year Production Record

Year	Lead Tons	Zinc Tons	Copper Tons
1981	611,639	114,512	19,302
1982	656,645	118,041	13,448
1983	622,015	118,871	11,458
1984	566,982	122,640	13,146
1985	406,917	86,736	19,030
1986	551,904	97,043	58,105
1987	428,673	75,187	66,385
1988	431,585	70,417	64,753
1989	531,947	100,002	97,276
1990	534,074	99,106	61,903

Silica Sand FY 1990

The FY 1990 production of Silica Sand decreased 243,291 tons compared to FY 1989.

Operators	Tonnage
Master Bros. Silica Sand	52,976
U. S. Silica	394,333
River Cement Co.	129,752
Unimin Corp.	220,468

10-Year Production Record

Year	Tons	Year	Tons
1981	1,112,040	1986	596,592
1982	1,083,175	1987	697,972
1983	758,606	1988	819,651
1984	655,667	1989	1,040,820
1985	669,883	1990	797,529

Shale FY 1990

Shale production for FY 1990 increased 30,451 tons compared to FY 1989.

Operators	Tonnage
Buildex, Inc.	124,564
Ceramo Co.	7,061
Continental Cement Co.	28,677
Dundee Cement Co.	707,118
Midland Brick Corp. of MO	56,538

10-Year Production Record

Year	Tons	Year	Tons
1981	1,024,042	1986	948,055
1982	916,582	1987	1,069,764
1983	819,200	1988	1,018,370
1984	875,515	1989	1,040,820
1985	909,142	1990	1,010,369

Granite FY 1990

Operators	Tonnage
G.A.F. Chemicals Corps.	404,404
Missouri Red Quarries, Inc.	8,349

No fatal accidents occurred in Missouri Mines as inspected by the Division of Labor Standards in FY 1990.

Caves

An Act of the 63rd General Assembly authorized and directed inspection of all Caves held open to the public and to require every cave owner, operator or agent to provide necessary safety guard rails, bridges, ladders, entrances, platforms, walkways, safety barriers, rails, paths, all electrical and other safety measures in and around any such Caves before they may be opened to the public and to file complete and true map plans of such Caves.

Section 293.620 RSMo requires the Inspection Section to inspect such Caves at least once a year. The annual inspection fee is thirty-five dollars ($35).

County	Name of Cave	Address
Barry	Crystal Caverns	Cassville
Boone	Boone Cave	Columbia
Camden	Ozark Caverns	Osage Beach
	Bridal Cave	Camdenton
Carter	Cave Spring Onyx Caverns	Van Buren
Crawford	Cathederal Cave	Leasburg
	Onondaga Cave	Leasburg
Douglas	Honey Branch Cave	Sparta
Franklin	Fisher's Cave	Sullivan
	Meramec Caverns	Stanton
Greene	Crystal Cave	Springfield
	Fantastic Caverns	Springfield
McDonald	Ozark Wonder Cave	Noel
	Bluff Dweller's Cave	Noel
	Truitt's Cave	Lanagan
Marion	Cameron Cave	Hannibal
	Mark Twain Cave	Hannibal
Miller	Fantasy World Cavern	Osage Beach
Morgan	Jacob's Cave	Versailles
St. Francois	Bonne Terre Cave	Bonne Terre
Shannon	Round Spring Cave	Round Spring
	Devil's Well Cave	Van Buren
Stone	Talking Rock Cave	Silver Dollar City
	Marvel Cave	Silver Dollar City

Mine Safety Training Section

The Mine Safety Training Section of the Missouri Division of Labor Standards continued its program of assistance in developing and promoting Federal/State coordination and cooperation in improving the health and safety conditions in Missouri's mines, consistent with the intent of the Federal Mine Safety and Health Act of 1977. This law affects all owners and/or operators in surface and underground mines.

The Mine Safety Training Section is composed of three instructors and one secretary. New Miner, Annual Refresher, First Aid and Mine Rescue classes are held throughout the State. During the period July 1, 1989 to June 30, 1990, training was provided for 3,033 miners.

Services

In addition to safety training, the State Mine Safety Training Section provides a variety of other services to the mining industry. The instructors will, upon request, discuss and interpret the Federal (MSHA) training laws for individual companies. When mining operations lack sufficient company safety training plans, assistance is provided to the companies in writing adequate ones. The instructors also provide mine rescue training to the mines having rescue teams. On Site Safety Consultation is also available to Missouri's mine operators, upon request.

The Missouri Division of Labor Standards, Mine Safety Training Section believes one of its major assets is its availability to the State's mining industry. Mine operators in the State of Missouri have been apprised of the availability of safety training, and continue to utilize this service.

Missouri Safety and Health Consultation Service

The MSHCS was created in 1979 to assist employers in complying with federal OSHA regulations. Since then, 3,158 business owners have taken advantage of this unique opportunity to reduce injuries and illnesses in the workplace.

This program is a strictly confidential consultative service to the Missouri business community with no fines, fees, or penalties.

Occupational Safety

Upon receiving a request for consultation from an employer a consultant visits the worksite and checks for safety hazards, compliance with OSHA, NEC, and NFPA standards. A confidential report is then written to the employer listing problems found and recommendations for the elimination of these problems.

Occupational Health

The Industrial Hygiene Section of the Missouri Safety and Health Consultation Service deals with occupational health hazards such as noise, air contaminants, ventilation problems, erogonomics and hazard communications.

OSHA Inspection Exemptions

Employers who promptly eliminate all identified safety and health problems and have, or are willing to start an effective safety program are eligible for a one year exemption from routine OSHA inspections.

To be eligible an employer must:

1) Have a fixed establishment which employs 150 employees or less at that location and less than 500 companywide.
2) Accept a complete safety and health audit.
3) Post notice of participation in this exemption program.
4) Abate all hazards identified during the audit.
5) Have an effective safety and health program.

All consultants receive extensive ongoing training to stay updated on the latest state of the art in occupational safety and health. In the coming year special emphasis is being placed on ergonomics and construction safety.

Prevailing Wage Section

The Prevailing Wage Section was established for the purpose of administering and enforcing those Missouri statutes

pertinent to the Prevailing Wage Law. The specific issues which lie within the responsibility of the Prevailing Wage Section include conducting wage surveys, wage inspections, issuing wage determinations, and the Annual General Wage Order for the Highway and Transportation Commission. Additionally, this section is responsible for providing that information required by the Labor and Industrial Relations Commission in support of wage determinations or the wage order and resolution of any objections against same.

Construction Wage surveys are conducted periodically throughout the year to establish the prevailing wage rates for laborers, mechanics and other workers employed in the construction of public works. In addition, on-site inspections are performed to assure compliance with the prevailing wage scales and to investigate workers' complaints. During the past two fiscal years, this Section's performance statistics were as follows:

Summary Prevailing Wage Statistics

	FY 1989	FY 1990
1. Determinations issued	3,359	3,589
2. Inspections and/or visits to public bodies	6,856	8,797
3. Objections filed	52	48
4. Violations	97	79
5. Wages and Penalties Assessed	$303,313.27	$355,869.59
6. Workmen Effected by (5)	467	450

Prevailing Wage Section Number of Wage Determinations

State Board of Mediation

The State Board of Mediation is a quasi-judicial board created by an act of the General Assembly in 1947 through the enactment of Chapter 295. The Board was established to mediate labor disputes occurring in public utilities and to aid the utility employer and its union employees in their collective bargaining negotiations so that labor disputes in public utilities could be peacefully settled without strikes or lockouts. Provisions of Section 295.180 were held to be in conflict with federal law and, to that extent, invalid under the Supremacy clause of the U. S. Constitution.

The five member Board, appointed by the Governor, consists of two members who are employers of labor or selected from an association representing employers of labor, and two members holding membership in a bona fide trade or labor union. The fifth member is neither an employee nor an employer of labor and serves as full-time chairman and administrator of the agency.

Public Sector Labor Law

In 1967, the Missouri legislature enacted the Public Sector Labor Law. This law covers certain public employees in Missouri. Under Missouri statute and case law, public employees have the right to join a union, however, they have no right to strike or to enforce any agreement which they may reach with the public employer.

The act provides that public bodies or their designated representative shall meet, confer and discuss proposals relative to conditions of employment with the labor or employee organization which is the exclusive bargaining representative. The Board is statutorily charged with the responsibility of determining an appropriate unit of employees based on whether or not they share a community of interest and to determine majority status by conducting an election.

The Board has no authority to process unfair labor practices. An appeal from a decision of the Board may be taken to the circuit court. The administrative rules for processing a petition were promulgated in 1976 and can be found at 8 CSR 40-1.010 to 40-2.180.

Resolutions/State Agencies

During 1989-90, the State of Missouri engaged in meet and confer sessions with the unions representing state workers. Copies of the completed Resolutions were filed with the State Board of Mediation.

1. St. James Veterans' Homes and AFSCME, Council 72. Approximately 126 service & maintenance employees and skilled craft. Term: under discussion. Resolution expired June 30, 1990.

Litigation

***Parkway School District v. Parkway Association of Educational Support Personnel, PAESP, Local 902/MNEA,* Appeal No. 57508.**

This case originated in 1988 when the Parkway Association of Educational Support Personnel (the Association) petitioned for certification as exclusive bargaining representative for the secretarial and clerical employees of the Parkway School District. The Board conducted a hearing in June, 1988, in order to determine which employees should be excluded from the bargaining unit as confidential employees.

On January 25, 1989, the Board issued its decision excluding certain secretaries as confidential employees. The District appealed the Board's decision to the Circuit Court of St. Louis County and on September 11, 1989, the Circuit Court affirmed the Board's decision.

On October 23, 1989, the District appealed the Circuit Court's decision affirming the Board to the Missouri Court of Appeals. The parties filed briefs and the case was orally argued before the Appellate Court May 10, 1990. The case is still pending before the Court of Appeals and the parties expect a decision in the near future.

Representation Cases

R 90-001 ***International Union of Operating Engineers, Local 2, AFL-CIO v. City of St. Charles***

IUOE, Local 2 filed a petition to represent 5 building grounds and maintenance employees of the City of St. Charles. The union and the employer stipulated to the bargaining unit. The union won the election and the Board issued the certification designating IUOE, Local 2 as the exclusive representative 9-15-89.

R 90-002 ***International Union of Operating Engineers, Local 2, AFL-CIO v. Duckett Creek Sewer District***

A petition was filed by IUOE, Local 2 to represent 11 maintenance and skilled craft employees employed by the Duckett Creek Sewer District. A stipulation agreement as to the bargaining unit was entered into by the parties. A question as to the supervisory status of two members of the bargaining unit was raised prior to the election. The union withdrew its petition 9-29-89 and the petition was dismissed accordingly.

RD 90-003 ***George F. Jones v. City of Grandview and Service Employees International Union, Local 96***
Cross Reference 78-027

George Jones filed a petition for decertification of the exclusive bargaining representative, SEIU, Local 96. The unit consisted of approximately 25 employees in the Parks & Recreation and Public Works departments. SEIU filed a disclaimer stating they no longer had an interest in representing the employees. The union was decertified accordingly 8-16-89.

R 90-004 ***International Brotherhood of Electrical Workers, Local 2, AFL-CIO v. Fulton Municipal Utilities***
Cross Reference 77-015
IBEW, Local 2 filed a petition to represent 51 public works employees at the Fulton Municipal Utilities. The parties stipulated to the unit and the Board conducted an election. IBEW was certified as the exclusive representative 10-23-89.

AC 90-005 ***City of Independence v. Service Employees International Union, Local 96***
Cross Reference R 81-023
SEIU, Local 96 and the City of Independence jointly submitted a petition for amended certification requesting inclusion of the classification of Painter I to the certified unit. An amended certification was issued 8-31-89 to reflect the inclusion of the position.

AC 90-006 ***City of Independence v. Service Employees International Union, Local 96***
Cross Reference AC 89-011 and R 82-010
SEIU, Local 96 and the City of Independence jointly submitted a petition for amended certification requesting inclusion of the classifications of Records Analyst, Utility Clerk - Water, and Receptionist & PBX Operator to the certified unit. An amended certification was issued 8-31-89 to reflect the inclusion of these positions.

R 90-007 ***Teamsters, Local 41 v. City of Grandview***
Cross Reference RD 90-003 and R 78-027
The Board received a petition from Teamsters, Local 41 to represent 20 service and maintenance/public works employees employed by the City of Grandview. A stipulation was agreed to and an election conducted. Teamsters, Local 41 was certified 10-31-89 as the exclusive bargaining representative.

UC 90-008 ***St. Louis Teachers Union, Local 420, AFT, AFL-CIO v. City of St. Louis Board of Education***
Cross Reference RD 86-021
The Board received a petition from the American Federation of Teachers, Local 420, requesting clarification for several job classifications not included in the certified unit. The parties met and resolved some of the disputed issues, however the petition was ultimately withdrawn. The Board dismissed the petition 5-11-90.

AC 90-009 ***International Brotherhood of Electrical Workers, Local 53 v. Independence Power & Light Company***
Cross Reference 85-010
The Board received a joint stipulation from IBEW, Local 53 and Independence Power and Light Company requesting approval to add the classification of Relay Technician to the bargaining unit. The request was granted and the certification was amended 11-7-89.

R 90-011 ***Fox Educational Support Association MNEA/NEA v. Fox C-6 School District***
The Board received a petition from Fox Educational Support Association MNEA/NEA to represent 8 school nurses at the Fox C-6 School District. The parties entered into a stipulation and an election was conducted. MNEA was certified as the exclusive representative 12-21-89.

RD 90-012 ***David E. Banks v. Jackson County Department of Corrections and Missouri State Council 72 AFSCME***
Cross Reference R 75-090
David Banks filed a petition for decertification of the exclusive bargaining representative, Missouri State Council 72 AFSCME. The unit consisted of approximately 200 employees at the Jackson County Department of Corrections. After an investigation, the Board determined that a valid agreement was in effect. The petition was dismissed as untimely filed 11-14-89.

R 90-013 ***Laborer's International Union of North America, AFL-CIO v. City of Richmond.***
Laborer's International Union of North America filed a petition to represent 16 public works employees in the City of Richmond, Public Works Department. The parties entered into a stipulation agreement and an election was conducted. Laborer's International Union received a majority of the votes cast and was certified as the exclusive representative on 12-27-89.

R 90-014 ***International Association of Machinists & Aerospace Workers, District 71, AFL-CIO v. City of Lee's Summit***
IAMAW, District 71 filed a petition seeking to represent 3 landfill employees in the City of Lee's Summit. The parties entered into a stipulation agreement. An election was conducted and the certification was issued 1-10-90.

R 90-016 ***International Association of Machinists and Aerospace Workers, District 71, AFL-CIO v. City of Lee's Summit***
IAMAW filed a petition to represent 6 employees of the City of Lee's Summit in the Building and Grounds Maintenance Division. The parties entered into a stipulation agreement and an election was conducted. The union did not receive a majority of the votes costs and a certification of no representation was issued 2-27-90.

R 90-017 ***Teamsters, Local 245 v. Lebanon Special Road District #1***
Cross Reference R 88-003 and R 90-023
Teamsters, Local 245 filed a petition to represent 7 maintenance employees of the Lebanon Special Road District #1. The union later withdrew its petition and the Board dismissed it without prejudice 3-9-90.

AC 90-018 ***Rock Community Professional Fire Fighters v. Rock Community Fire Protection District. International Association of Fire Fighters, Local 2665 - Intervenor.***
Cross Reference 81-025
The Board received a joint stipulation from all parties for amendment of the certification to reflect the merger of Rock Community Professional Fire Fighters and the International Association of Fire Fighters, Local 2665. After an investigation, the Chairman concluded that the merger was appropriate. The certification was amended 6-8-90 to reflect that IAFF, Local 2665 is the new exclusive bargaining representative for the fire fighters of the Rock Community Professional Fire District.

R 90-019 ***Francis Howell MGC - Local 1, MNEA v. Francis Howell School District***
The Board received a petition from Francis Howell MGC - Local 1, MNEA to represent 90 service and maintenance employees of the Francis Howell School District. A stipulation agreement was entered into between the parties and an election was conducted. The union won and the certification was issued 5-17-90.

R 90-020 ***Jefferson County R-VII Educational Support Association, MNEA/NEA v. Jefferson County R-VII School District***
MNEA filed a petition to represent 26 service and maintenance employees at the Jefferson County R-VII School District. MNEA and the school district entered into a stipulation agreement. The Board conducted an election and MNEA was certified as the exclusive representative 4-13-90.

AC 90-021 ***Kansas City Association of Educational Office Personnel and Kansas City Federation of Teachers, Local 691 v. Kansas City School District***
Cross Reference R 86-017
The Kansas City Association of Educational Office Personnel and AFT, Local 691 filed a joint petition for an amended certification of the bargaining representative. The parties sought to amend the certification as a result of a merger/affiliation. After an investigation by the Board, it was determined that Petitioner failed to satisfy the minimum standards for amendment. The petition was dismissed 10-15-90.

UC 90-022 ***International Association of Fire Fighters, Local 2001 v. City of Neosho***
Cross Reference AC 88-028 and R 82-001
IAFF, Local 2001 filed a petition for clarification of the bargaining unit certified 10-28-82. The issue before the Board was whether or not the fire inspector shared a community of interest with the rank and file fire fighters. The matter was resolved through negotiations between the parties. The Chairman dismissed the petition 5-3-90 upon request of petitioner.

R 90-023 ***Service Employees International Union, Local 50 v. Lebanon Special Road District #1***
Cross Reference R 90-017 and R 88-003

SEIU filed a petition to represent approximately 5 operators at the Lebanon Special Road District. The parties entered into a stipulation agreement 6-20-90. An election was conducted and SEIU, Local 50 was certified 8-16-90.

R 90-024 ***Hillsboro Educational Support Association MNEA/NEA v. Hillsboro R-III School District***
Cross Reference R 89-007 and R 90-032

MNEA filed a petition to represent approximately 35 mechanics and bus drivers employed by Hillsboro R-III School District. The school district alleged that the petition was improperly filed based on *Reed v. Labor and Industrial Relations Commission*, No. 71822 (Mo banc March 13, 1990). MNEA withdrew this petition and refiled (see R 90-032). The Chairman dismissed the petition 5-29-90.

R 90-026 ***International Brotherhood of Electrical Workers, Local 53, AFL-CIO v. City of Higginsville***

The Board received a representation petition from IBEW, Local 53 to represent 7 employees in the Electric Department of the City of Higginsville. A hearing was conducted 6-13-90. The issue to be addressed by the Board is the supervisory status of the acting electrical supervisor. Pending.

R 90-027 ***Independence Educational Support Personnel, MNEA/NEA v. Independence 30 School District***
Independent Association of Educational Office Personnel, Intervenor.

MNEA petitioned to represent a combined unit of approximately 99 clerical employees and service & maintenance employees. The Independent Association of Educational Office Personnel (IAEOP) intervened desiring to represent only the clerical employees. A hearing was conducted 6-21-90 to decide the issues, but the parties later agreed to stipulate to two separate bargaining units, a clerical unit and a service & maintenance unit. An election was conducted using separate ballots. MNEA was certified 10-29-90 as the exclusive representative for the service & maintenance unit. The Independence Association of Educational Office Personnel was certified 10-29-90 as the exclusive representative for the clerical unit.

R 90-028 ***Missouri National Education Association v. Mountain Grove R-III School District***

The Board received a representation petition from MNEA to represent approximately 20 custodians, secretaries and a nurse at the Mountain Grove R-III School District. The parties entered into a stipulation agreement and an election was conducted. MNEA did not receive a majority of the votes cast. A certification of no representation was issued 9-17-90.

UC 90-029 ***International Brotherhood of Electrical Workers, Local 753 v. City Utilities of Springfield***
Cross Reference UC 88-005

IBEW, Local 753 filed a petition to clarify a certified bargaining unit in the Utilities Department of the City of Springfield. The certification was issued in 1978. The contested issue before the Board was the placement of certain employees, either in the physical unit or the office unit. There are approximately 7 contract inspectors in the Gas & Water Department and the Engineering & Planning Department, a clerical position, a meter reader, and 3 to 5 pool employees. The union's position was that the positions share a community of interest with the certified unit. Management's position was that the contract inspectors share a separate community of interest and should not be included in the certified unit. IBEW withdrew the petition and the hearing was cancelled. The case was dismissed 8-20-90.

UC 90-030 ***City of Poplar Bluff v. International Union of Operating Engineers, AFL-CIO***

The employer, City of Poplar Bluff filed a petition for clarification of a voluntarily recognized bargaining unit. IUOE has been recognized as the exclusive representative since 1968. Over the course of many years, the organization of management has varied. A petition to intervene on behalf of several individuals within the recognized bargaining unit, requesting severance from the overall unit was filed.

The city's position is that the Utility Department has 3 divisions, plant/maintenance and office; water district/sewer collection; and electric distribution; and that each performs a function distinct and separate from the others. They are requesting a clarification so that there may be separate negotiations with each division.

The union's position is that the bargaining units should remain as reflected in the two agreements negotiated with the city. The two agreements, one for department employees, and one for water-sewer department employees, cover all employees in the 3 departments.

The intervenor's position is that certain employees in the electric distribution division lack a sufficient community of interest with non-electric distribution employees covered under the two agreements. They do not desire to withdraw from the union, but believe that a clarification of the unit can preserve their bargaining power while accommodating the interests of the electric distribution employees.

R 90-031 ***International Brotherhood of Electrical Workers, Local 2 v. City of St. Louis, Cable Division, Regulatory Section***

The Board received a petition from IBEW, Local 2 to represent 4 Engineering Technicians and Engineering Aides in the Regulatory Section of the Cable Division of the City of St. Louis. The parties entered into a stipulation agreement and an election was conducted. IBEW was certified as exclusive representative 7-31-90.

R 90-032 ***Hillsboro Educational Support Association MNEA/NEA v. Hillsboroo R-III School District***
Cross Reference R 90-024 and R 89-007

MNEA filed a representation petition to represent 38 mechanics and bus drivers employed by the Hillsboro R-III School District. Several procedural issues were raised relative to *Reed v. Labor & Industrial Relations Commission*, No. 71822 (Mo banc March 13, 1990). The school district does not have a problem with the proposed bargaining unit. The issue raised is whether or not the petitioner is an appropriate petitioner, in the absence of a definition of an employee organization. A decision of the Board is pending.

R 90-033 ***Professional Fire Fighters of Southwest, Missouri, Local 2001, IAFF v. City of Aurora***

IAFF, Local 2001, filed a petition to represent approximately 4 fire fighters, including lieutenants, captains, and assistant chief, of the City of Aurora. The parties entered into a stipulation agreement and an election conducted. IAFF was certified as exclusive representative 9-18-90.

R 90-034 ***Professional Fire Fighters Association of Clayton v. City of Clayton***

The Board received a petition from Professional Fire Fighters Association of Clayton to represent approximately 24 fire fighters, captains, and paramedics employed by the City of Clayton. The city's position is that the captains are supervisors and should be excluded from the bargaining unit. A hearing is scheduled.

UC 90-035 Department of Social Services v. Communications Workers of America
Cross Reference 83-012

The Department of Social Services filed a petition for clarification of a previously certified bargaining unit which included certain classifications. At issue is the placement of employees occupying the job classification of Cook III (6 employees) and Youth Group Leader I (42 employees) in the Division of Youth Services. These positions were included in the existing certified unit. The employer's position is that these positions should be excluded as supervisors. As a result of negotiations, the certified bargaining representative, CWA, and the employer have agreed that these classifications' duties have changed substantially and that they no longer share a community of interest and on this basis should be excluded. The parties refiled a joint petition for amendment reflecting compromises agreed to by the parties. An amended certification was issued 8-29-90.

R 90-036 ***Pattonville Support National Education Association, MNEA v. Pattonville R-III School District***

MNEA filed a representation petition to represent approximately 298 clarical, service and maintenance employees employed by the Pattonville R-III School District. The parties entered into a stipulation agreement and an election was conducteed. MNEA was certified as the exclusive representative 10-23-90.

FY89 Cases Active in FY90

R 89-017 ***Missouri Federation of Teachers, AFT, AFL-CIO v. Department of Elementary and Secondary Education, Division of Vocational Rehabilitation***

AFT filed a petition to represent professional employees within the Division of Vocational Rehabilitation. A hearing was conducted to determine the appropriateness of a division-wide unit of professional employees versus a department-wide unit of professional employees. The Board held that a department-wide unit it appropriate. 377 professional employees were eligible to vote in the election. AFT was certified as the exclusive representative 1-12-90.

R 89-018 ***International Association of Fire Fighters, Local 2665 v. Eureka Fire Protection District***

The Board received a petition from IAFF, Local 2665, seeking to represent 11 fire fighters of the Eureka Fire Protection District. A hearing was conducted and it was determined that the captains were supervisors and were excluded from the unit. The lieutenants were determined not to be true supervisors and therefore included in the bargaining unit. An election was conducted and the union was certified 1-26-90.

R 89-023 ***International Association of Fire Fighters, Local 3228 v. City of Gladstone***

The Board received a representation petition from IAFF, Local 3228 to represent public safety officers with the City of Gladstone. A hearing was conducted to determine whether public safety officers are police within the meaning of Section 105.510 and whether the Board lacked jurisdiction. The Board held, with one member dissenting, that public safety officers are not police. An election was conducted 2-2-90, which resulted in a tie vote, with two challenge ballots that were determinative. The Chairman advised the parties that the challenges were determinative and that the supervisory status of the sergeants would have to be determined before the votes could be counted. The parties jointly stipulated that there was no need for a hearing on the status of the sergeants. The Chairman issued a certification of no representation 3-12-90.

UC 89-025 ***International Association of Fire Fighters, Local 2665, AFL-CIO, CLC v. Jennings Fire Department***

IAFF, Local 2665 filed a petition to clarify a bargaining unit consisting of 18 fire fighters within the Jennings Fire Department. The City has voluntarily recognized the union since 1978. The City proposed to change the title of captain to battalion chiefs and exclude the battaliion chiefs as supervisors. The union contended there was not any change in duties. A hearing was scheduled and later cancelled. The parties did not proceed with any further action and the Chairman dismissed the petition 12-29-89.

Mediation Cases

M 90-010 ***Independence Fire Fighters v. City of Independence***
Cross Reference M 90-015

The Board received a request for mediation services from IAFF, Local 781. No action was taken at this time.

M 90-015 ***International Association of Fire Fighters, Local 781 v. City of Independence***
Cross Reference M 90-010

The Chairman of the Board, in conjunction with FMCS, participated in several mediation sessions with the parties. The parties were ultimately successful in reaching an agreement. The employees had been working with no agreement for three years.

M 90-025 ***Service Employees International Union, Local 96 v. Little Blue Valley Sewer District***
Cross Reference R 87-004

Request for mediation at the Little Blue Valley Sewer District on 2-16-90.

Labor-Management Committee

In 1989, the Chairman of the State Board of Mediation, as facilitator, assisted the Department of Social Services and their exclusive bargaining representative, Communications Workers of America in establishing a labor-management committee. The CWA/DSS LMC made application to Federal Mediation and Conciliation Service through their Labor-Management Cooperation Program for a $100,000.00 grant. FMCS awarded only two grants nationwide in the public sector.

The committee was established to provide a mechanism through which labor and management, participating as equals, can identify, discuss, and recommend solutions to improve the quality of worklife as it relates to communications, employee morale, and the reduction of turnover in the Department of Social Services. To help in this labor-management venture, the CWA/DSS LMC has established six satellite action committees across the state. The action committees are addressing issues of concern within their divisions and/or facilities.

In addition to the formation of the local action committees, grant objectives included collectively training DSS employees and supervisors in the areas of Interpersonal Relations, Communication, and Stress and Time Management.

The receipt of the FMCS grant has provided the CWA/DSS LMC the opportunity to be at the forefront of developing better labor-management relations in state government in Missouri.

Notice to Mediation Agencies

Notices of proposed terminations or modifications of existing collective bargaining contracts are required to be filed with the State Board of Mediation pursuant to Section 295.100 RSMo 1986. Original notices are filed with the Federal Mediation and Conciliation Service. In FY 90, the State Board of Mediation received 1,126 Notices to Mediation Services.

Division of Workers' Compensation

The Division of Workers' Compensation is charged with the administration of the Missouri Workers' Compensation Law which has been in effect since November 2, 1926, when it was approved by a vote of the people at a referendum. It has as its jurisdiction the entire state with a population of more than 4,900,000 and as its primary function the prompt and equitable adjudication of all cases of injury coming to its attention. In addition to the principal office, which is required to be in Jefferson City, this scope and function requires the use of branch offices for an efficient administration of the law in populous centers and those distant from the main office, and the use of traveling representatives who visit most of the counties outside of branch office jurisdictions.

The administrative officer of the Division is the director. He chooses the personnel, which, as far as practical, is bipartisan. He assigns the work and generally directs the affairs of the Division. He is assisted in those administrative duties in the branch offices by administrative law judges chosen to be in charge of those offices.

The hearing staff of the Division is currently made up of 20 administrative law judges. Eight of them are assigned to St. Louis, four to Kansas City, one each to Springfield and vicinity, Cape Girardeau and vicinity, Joplin and vicinity, St. Joseph and vicinity, St. Charles and vicinity, and three to Jefferson City to travel to other parts of the state not taken care of by branch offices.

Work Volume

The division recorded an increase in injury reports in 1989 and an increase in the number of formal claims filed. The ratio of claims filed to reports of injuries received in 1989 was 11 percent, as compared to 10 percent in 1988.

In 1989, the Division of Workers' Compensation:

- Received and processed 193,188 reports of injuries;
- Filed and processed 21,641 claims for compensation;
- Set 31,637 cases for formal hearing;
- Set 40,328 cases for pre-trial conferences;
- Conducted 638 formal hearings;
- Held 46,780 informal conferences;
- Made 644 awards;
- Approved 25,740 compromise settlements;
- Dismissed 4,657 claims for compensation;
- And, filed 120,757 forms of acceptance of law and withdrawals of acceptances.

Coverage

Workers' Compensation originally was elective for all employers. The law was changed in 1978 to make coverage mandatory for all employers with more than four employees (unless a hazardous occupation is involved).

During 1989, there were 120,694 filings for memorandum of insurance coverage, an increase over the 114,159 filings in 1988.

Second Injury Fund

In 1943, the Workers' Compensation Law was amended to benefit the physically handicapped and/or those with a previous disability and the employer. With this amendment, the liability of the employer was limited for subsequent injuries resulting in permanent total disabilities.

When an employee was reinjured, with the combined effect of both injuries resulting in permanent total disability, the employer at the time of the last injury is liable only for the compensation for that injury. The remaining compensation due would be paid from the Second Injury Fund.

Potential liability for the fund was expanded in 1955 to include any permanent partial disability compounded by a subsequent injury without restriction as to type or extent.

During 1989, there was a total of 85 permanently and totally disabled workers

receiving payments from the fund; during 1988 there were 84 on the roster. The total paid in this category for the year was $497,665.79.

The liability of the fund for compounded permanent partial disability, the results of subsequent injuries, totaled $17,264,489.32 in 1989, the payments going to 4,464 individuals.

Physical rehabilitation payments from the fund during 1989 totaled $220,885.99 in 397 cases.

Payments made under the medical and death section amounted to $317,666.86 for 27 cases duing 1989.

Attorney General defense expenses were $425,927.21.

Total paid from the fund during 1989 for all benefits was $18,726,635.17.

The total amount paid out of the fund from July 7, 1943, the date of its establishment, through Dec. 31, 1989, was $75,891,313.43.

Physical Rehabilitation

Physical rehabilitation of workers seriously injured in their employment is a provision of the Missouri Workers' Compensation Law. This amendment, effective Oct. 9, 1951, provides for physical rehabilitation of the seriously injured worker at the expense of the employer and insurer and the payment of additional benefits as from the Second Injury Fund during rehabilitation.

Physical rehabilitation is designed for restoration of the seriously injured "as soon as possible and as nearly as possible to a condition of self-support and maintenance as an able-bodied workman . . ."

This specialized medical attention may be provided only by doctors and hospitals certified by the Division of Workers' Compensation if the injured worker is to receive additional benefits from the Second Injury Fund.

The period of rehabilitation is limited to 20 weeks unless the division determines it should be extended.

During 1989, the division approved agreements in 345 physical rehabilitation cases, increasing the total rehabilitation cases to 7,764 since the law was amended.

During the year, 14 facilities were added, leaving 174 facilities on the roster as of Dec. 31, 1989.

Crime Victim Compensation

Fiscal Year	Applications	Compensation	Awards	Denials
83	192	30,894.95	10	35
84	446	602,431.83	179	126
85	570	1,091,108.63	320	287
86	666	1,160,773.08	331	182
87	848	1,712,357.76	471	302
88	857	1,832,110.98	539	278
89	844	2,029,794.33	527	334
90	1,132	2,131,180.74	575	397

Crime Victims

The Division of Workers' Compensation is responsible for the administration of the Missouri Crime Victims' Compensation Law. This legislation was enacted in 1981 to assist victims of violent crimes who have suffered physical injury as a direct result of a crime or, in the case of the death of the victim, a dependent.

On Oct. 1, 1981, the courts of Missouri began entering judgments of $26 against defendants who were given a sentence of imprisonment, or suspended imposition of sentence or placed under the supervision of the State Board of Probation and Parole or any county parole office after an adjudication of guilty or after imposition of sentence. On July 1, 1982, the claims taking process began, with applications for the program being accepted for crimes which occurred on or after that date. On Jan. 1, 1983, the final stage allowed for the payment of claims to begin.

Since 1983, there have been three significant changes to the law. On Aug. 13, 1984, the courts began assessing the $26 against defendants found guilty of an alcohol related traffic offense. At the same time, the victims of an alcohol related traffic offense or vehicular manslaughter were eligible for compensation. On Sept. 28, 1985, the judgment was raised from $26 to $36. The residence requirement also was dropped so that any victim of a violent crime in Missouri

Accidents and Diseases by Severity for 1989

Industry	Fatalities	Disabling Cases	Medical Treatment and First Aid	Others	Total
Agriculture	3	755	1,136	2	1,896
Mining	0	173	441	0	614
Contract Construction	16	5,082	8,324	20	13,442
Manufacturing	17	17,074	42,203	285	59,579
Transp. & Public Utilities	35	5,953	9,011	85	15,084
Trade	22	13,655	26,808	99	40,584
Finance, Insurance, Real Estate	2	1,003	2,189	24	3,218
Services	17	14,031	25,387	190	39,625
Government	7	3,167	6,169	98	9,441
Others	2	980	1,958	5	2,945
Total	121	61,873	123,626	808	186,428

could file for compensation. On August 13, 1989 funding for the program switched from a set judgement to a graduated court cost and judgement. These range from a $5 court cost for violation of an infraction and/or municipal and county ordinance; $68 for conviction of a class A or B felony; $46 for conviction of a class C or D felony; and $10 for conviction of certain misdemeanors.

To be eligible for compensation:

- the crime must have occurred in Missouri;
- the crime must have been reported to the law enforcement agency within 48 hours;
- the victim or claimant must cooperate with the law enforcement agency;
- the claim must be filed within one year of the crime;
- the claimant must have suffered an out of pocket expense of at least $200 ($50 after 8-28-89) or have lost two continuous weeks earnings or support.

Self-Insurance

Under the Missouri Workers' Compensation Law, employers may self-insure liability, and private employers in the same industry, or an organization that has been in existence for eight years, or public employers of the same type unit may form a group to self-insure liability. Such employers or groups must satisfy the Division of financial soundness, administrative ability, and post security in the form of bonds or escrow deposits. At the close of 1989, the Division was the curator over such security in the sum of $57,343,021.

At 1989 year end 236 employers with 401,482 employees and a monthly payroll of $795,292,840 held the individual self-insurance authority. In addition, 933 businesses, contractors, school districts, cities, counties, and colleges with 79,964 employees and a monthly payroll of $135,162,798 were members of the 10 groups holding authority to self-insure.

As of Dec. 31, 1988, 219 employers, with 374,195 employees and a monthly payroll of $726,783,742 were self-insured. There were 809 members with 66,405 employees, and a monthly payroll of $104,113,995 in the 9 groups.

During 1989, 131 applications were issued to employers interested in self-insuring; 39 applications were filed with submission of $6,100 in investigative fees; 22 new authorities were granted while 10 pending applications were withdrawn or retired for failure to complete requirements; 7 individual self-insurers withdrew or were terminated for noncompliance with regulations; two authorities were reinstated; one new group was formed after completing requirements.

Reports of Injury

Work injuries reported in 1989 totaled 193,188. Injuries in 1989 were more than those reported in the previous year by 7,618.

Cost by Industry and Type of Disability for 1989

Industry	Compensation	Medical	Total
Agriculture	$ 661,766.21	N/A	N/A
Temporary Total	$ 297,188.16	N/A	N/A
Permanent Partial	$ 364,578.05	N/A	N/A
*Other	$ 0.00	N/A	N/A
Mining	$ 293,524.64	N/A	N/A
Temporary Total	$ 147,548.61	N/A	N/A
Permanent Partial	$ 145,976.03	N/A	N/A
*Other	$ 0.00	N/A	N/A
Contract Construction	$ 6,329,868.26	N/A	N/A
Temporary Total	$ 3,151,090.45	N/A	N/A
Permanent Partial	$ 3,367,941.65	N/A	N/A
*Other	$ 10,836.16	N/A	N/A
Manufacturing	$ 17,198,227.49	N/A	N/A
Temporary Total	$ 8,417,732.50	N/A	N/A
Permanent Partial	$ 8,772,567.54	N/A	N/A
*Other	$ 7,927.45	N/A	N/A
Transportation	$ 7,275,226.30	N/A	N/A
Temporary Total	$ 4,018,595.80	N/A	N/A
Permanent Partial	$ 3,171,689.46	N/A	N/A
*Other	$ 84,941.04	N/A	N/A
Trade	$ 9,457,186.36	N/A	N/A
Temporary Total	$ 4,274,402.76	N/A	N/A
Permanent Partial	$ 5,180,579.49	N/A	N/A
*Other	$ 2,204.11	N/A	N/A
Finance, Insurance, Real Estate	$ 796,158.28	N/A	N/A
Temporary Total	$ 217,798.74	N/A	N/A
Permanent Partial	$ 578,359.54	N/A	N/A
*Other	$ 0.00	N/A	N/A
Services	$ 8,919,885.41	N/A	N/A
Temporary Total	$ 4,250,084.41	N/A	N/A
Permanent Partial	$ 4,665,796.64	N/A	N/A
*Other	$ 4,004.36	N/A	N/A
Government	$ 1,662,790.66	N/A	N/A
Temporary Total	$ 812,859.59	N/A	N/A
Permanent Partial	$ 848,374.68	N/A	N/A
*Other	$ 1,556.39	N/A	N/A
All Others	$ 1,375,450.42	N/A	N/A
Temporary Total	$ 718,615.67	N/A	N/A
Permanent Partial	$ 653,660.95	N/A	N/A
*Other	$ 3,173.80	N/A	N/A
Grand Total	$ 53,970,084.03	N/A	N/A
Temporary Total	$ 26,305,916.69	N/A	N/A
Permanent Partial	$ 27,549,524.03	N/A	N/A
*Other	$ 114,643.31	N/A	N/A

*Other — Temporary Partial, Permanent Total, Fatalities and Records Unknown

Severity of Injury by County for 1989

County	Total	Fatalities	Lost Workday	Medical	Unknown
Adair	752	0	249	499	4
Andrew	69	0	26	43	0
Atchison	98	0	36	61	1
Audrain	687	0	227	450	10
Barry	1,206	0	358	845	3
Barton	304	0	122	180	2
Bates	196	1	68	127	0
Benton	160	0	74	86	0
Bollinger	122	0	56	65	1
Boone	4,258	1	1,462	2,775	20
Buchanan	5,049	3	1,507	3,519	20
Butler	1,038	0	382	655	1
Caldwell	96	0	35	61	0
Callaway	1,369	1	373	982	13
Camden	823	0	322	498	3
Cape Girardeau	2,070	1	730	1,324	15
Carroll	339	2	128	209	0
Carter	65	1	32	31	1
Cass	757	0	250	502	5
Cedar	229	0	74	155	0
Chariton	216	0	79	135	2
Christian	604	1	200	400	3
Clark	92	0	28	64	0
Clay	6,084	3	1,425	4,647	9
Clinton	269	0	73	194	2
Cole	2,700	3	749	1,921	27
Cooper	412	1	109	299	3
Crawford	513	0	217	292	4
Dade	136	0	67	69	0
Dallas	287	0	101	185	1
Daviess	93	0	48	45	0
Dekalb	75	0	30	45	0
Dent	239	1	86	152	0
Douglas	188	0	93	93	2
Dunklin	672	0	286	385	1
Franklin	3,471	0	1,080	2,384	7
Gasconade	575	0	195	379	1
Gentry	218	0	75	143	0
Greene	9,863	3	3,244	6,598	18
Grundy	189	1	66	122	0
Harrison	100	0	51	49	0
Henry	658	0	172	486	0
Hickory	50	0	24	26	0
Holt	120	0	38	81	1
Howard	163	0	64	99	0
Howell	1,236	0	399	833	4
Iron	269	1	89	179	0
Jackson	25,750	18	8,016	17,637	79
Jasper	4,548	5	1,428	3,101	14
Jefferson	2,949	1	1,051	1,893	4
Johnson	685	0	233	445	7
Knox	28	0	11	17	0
Laclede	1,335	1	352	980	2
Lafayette	1,059	0	378	677	4
Lawrence	907	1	351	548	7
Lewis	164	0	48	116	0
Lincoln	461	1	176	282	2
Linn	314	0	83	231	0
Livingston	418	0	149	267	2

Severity of Injury by County for 1989 (continued)

County	Total	Fatalities	Lost Workday	Medical	Unknown
McDonald	485	2	100	382	1
Macon	423	1	129	293	0
Madison	268	1	118	148	1
Maries	96	0	45	51	0
Marion	972	1	250	719	2
Mercer	13	0	8	5	0
Miller	643	0	207	433	3
Mississippi	332	1	119	212	0
Moniteau	318	0	82	235	1
Monroe	372	1	176	194	1
Montgomery	271	0	92	177	2
Morgan	245	0	70	172	3
New Madrid	877	0	342	534	1
Newton	1,043	0	347	691	5
Nodaway	453	0	127	324	2
Oregon	73	0	33	39	1
Osage	180	0	70	110	0
Ozark	81	0	36	45	0
Pemiscot	453	1	201	249	2
Perry	589	0	347	242	0
Pettis	1,798	0	426	1,368	4
Phelps	809	0	365	439	5
Pike	461	0	131	328	2
Platte	832	0	226	600	6
Polk	359	0	163	196	0
Pulaski	521	1	225	295	0
Putnam	41	0	18	23	0
Ralls	76	0	34	42	0
Randolph	1,006	1	251	740	14
Ray	324	0	108	215	1
Reynolds	238	0	107	130	1
Ripley	126	0	58	68	0
St. Charles	5,010	5	1,730	3,264	11
St. Clair	98	0	34	64	0
Ste. Genevieve	359	0	174	185	0
St. Francois	1,366	1	575	785	5
St. Louis City	22,387	9	7,650	14,629	99
St. Louis County	40,153	12	12,999	26,894	248
Saline	1,472	0	518	947	7
Schuyler	20	0	9	11	0
Scotland	51	0	18	32	1
Scott	1,420	2	496	915	7
Shannon	94	0	46	46	2
Shelby	93	1	29	62	1
Stoddard	622	0	264	357	1
Stone	232	0	93	139	0
Sullivan	231	0	100	130	1
Taney	690	0	214	474	2
Texas	438	0	190	245	3
Vernon	699	0	180	514	5
Warren	671	0	264	406	1
Washington	327	0	98	228	1
Wayne	282	0	119	162	1
Webster	369	0	188	181	0
Worth	15	0	4	11	0
Wright	304	0	145	158	1
Out-of-State	4,838	22	2,152	2,651	13
Unknown	1,612	8	698	871	35
Total	186,428	121	61,873	123,626	808

Cost by Type of Disability of All Incidences

Type	Year	Number of Incidences	Compensation	Medical	Total
Accidental Injuries	1984	132,283	$ 116,583,438.38	$ 61,634,259.76	$178,217,698.14
	1985	149,669	133,558,226.08	72,669,481.43	206,227,707.51
	1986	157,812	152,968,442.53	N/A	N/A
	1987	166,157	153,380,237.76	N/A	N/A
	1988	171,712	118,977,450.04	N/A	N/A
	1989	176,692	51,573,704.82	N/A	N/A
*Temporary Disability	1984	117,147	$ 9,306,716.10	$ 18,128,011.07	$ 27,434,727.17
	1985	132,825	9,829,586.39	20,314,237.14	30,143,823.53
	1986	139,999	18,934,328.58	N/A	N/A
	1987	148,145	18,886,840.97	N/A	N/A
	1988	157,320	22,630,191.98	N/A	N/A
	1989	171,447	25,278,696.81	N/A	N/A
Permanent Disability	1984	15,051	$ 105,912,024.03	$ 43,425,189.68	$149,337,213.71
	1985	16,747	122,924,815.43	52,302,785.87	175,227,601.30
	1986	17,715	133,590,360.25	N/A	N/A
	1987	17,910	133,968,786.93	N/A	N/A
	1988	14,290	95,984,562.46	N/A	N/A
	1989	5,146	26,210,184.58	N/A	N/A
**Death	1984	85	$ 1,364,698.25	$ 81,059.01	$ 1,445,757.26
	1985	97	803,824.26	52,458.42	856,282.68
	1986	98	443,753.70	N/A	N/A
	1987	102	524,609.86	N/A	N/A
	1988	102	362,695.60	N/A	N/A
	1989	99	84,823.43	N/A	N/A
Occupational Diseases	1984	5,717	$ 3,072,041.57	$ 1,222,154.34	$ 4,294,195.91
	1985	6,813	4,154,648.48	1,643,100.85	5,797,749.33
	1986	7,495	4,425,296.37	N/A	N/A
	1987	8,095	4,879,987.65	N/A	N/A
	1988	8,588	4,200,545.64	N/A	N/A
	1989	9,256	2,396,379.21	N/A	N/A
*Temporary Disability	1984	5,330	$ 218,469.04	$ 580,746.89	$ 799,215.93
	1985	6,336	237,519.93	687,697.56	925,217.49
	1986	6,956	626,891.56	N/A	N/A
	1987	7,486	530,583.89	N/A	N/A
	1988	8,064	814,158.00	N/A	N/A
	1989	8,999	1,057,039.76	N/A	N/A
Permanent Disability	1984	363	$ 2,665,794.58	$ 640,923.59	$ 3,306,718.17
	1985	461	3,366,521.12	952,519.89	4,319,041.01
	1986	516	3,641,977.87	N/A	N/A
	1987	589	4,335,397.76	N/A	N/A
	1988	502	3,299,887.64	N/A	N/A
	1989	235	1,339,339.45	N/A	N/A
**Death	1984	24	$ 187,777.95	$ 483.86	$ 188,261.81
	1985	16	550,607.43	2,883.40	553,490.83
	1986	23	155,426.94	N/A	N/A
	1987	20	14,006.00	N/A	N/A
	1988	22	86,500.00	N/A	N/A
	1989	22	0.00	N/A	N/A

* Includes all cases where medical expense was incurred.

** Includes burial expenses.

Cost by Type of Disability of All Incidences (cont.)

Type	Year	Number of Incidences	Compensation	Medical	Total
Records Unknown	1984	2,143	0.00	0.00	0.00
	1985	2,342	0.00	0.00	0.00
	1986	550	0.00	N/A	N/A
	1987	686	0.00	N/A	N/A
	1988	582	0.00	N/A	N/A
	1989	480	0.00	N/A	N/A
Total	1984	140,143	$ 119,655,479.95	$ 62,856,414.10	$182,511,894.05
	1985	158,824	137,712,874.56	74,312,582.28	212,025,456.84
	1986	165,857	157,393,738.90	N/A	N/A
	1987	174,938	158,260,225.41	N/A	N/A
	1988	180,882	123,177,995.68	N/A	N/A
	1989	186,428	53,970,084.03	N/A	N/A

* Includes all cases where medical expense was incurred. ** Includes burial expenses.

Reports of Injuries by Years Reported 1926-1989

1926	690	1948	107,782	1969	104,635
1927	90,158	1949	91,167	1970	105,481
1928	93,442	1950	91,620	1971	101,155
1929	104,151	1951	96,259	1972	106,579
1930	93,452	1952	100,762	1973	113,992
1931	69,452	1953	98,713	1974	119,848
1932	50,759	1954	90,142	1975	112,530
1933	49,223	1955	89,436	1976	121,580
1934	53,013	1956	90,853	1977	131,127
1935	58,720	1957	82,342	1978	140,762
1936	76,868	1958	73,405	1979	157,158
1937	78,687	1959	81,230	1980	143,329
1938	57,321	1960	80,256	1981	80,172
1939	66,034	1961	76,079	1982	70,965
1940	71,299	1962	78,599	1983	75,484
1941	100,574	1963	81,035	1984	134,593
1942	116,928	1964	87,443	1985	152,847
1943	116,143	1965	89,285	1986	177,290
1944	112,939	1966	99,167	1987	182,628
1945	100,584	1967	100,635	1988	185,570
1946	101,846	1968	105,632	1989	193,188
1947	109,813			**TOTAL**	**6,374,851**

Financing

The Missouri Division of Workers' Compensation receives no money from the state's General Revenue Fund. Administration of the state Workers' Compensation Law is financed by the state Workers' Compensation Fund. State law requires employers with five or more employees to purchase workers' compensation insurance. Employers finance the fund by paying an annual 3 percent tax on net compensation insurance premiums. Self-insurers' tax is based on a hypothetical premium (less two-tenths).

Governor's Committee on Employment of People with Disabilities

The Governor's Committee on Employment of People with Disabilities (GCEPD) continued serving in FY89 as Missouri's link in the information and advocacy system for handicapped people in the state.

To achieve equality of opportunity for job seekers who have disabilities, GCEPD worked in FY89 to:

- Make employers aware of the job needs and abilities of job seekers who have disabilities;
- Educate people with disabilities about the rehabilitation and job placement services available;
- And, to encourage communities to improve accessibility for people with disabilities where they live, work and play.

In 1987, GCEPD entered into a cooperative agreement with the Missouri National Guard to place people with disabilities in non-military positions with the Guard.

Through an agreement between the Selective Placement coordinator of the National Guard and GCEPD, jobs are identified as being available for a person with a disability. Through Missouri Division of Vocational Rehabilitation district offices and Division of Employment Security local offices, qualified individuals are advised of the procedures to follow in applying for the position.

A similar program has been established between GCEPD and GTE Data Services.

Organization

In 1947, President Harry S Truman issued an Executive Order establishing the President's Committee on Employment of the Handicapped. The federal agency was created to assist disabled veterans of World War II. In May of 1988 the name of this agency was changed to the President's Committee on Employment of People with Disabilities, a more positive statement.

Missouri established the Governor's Committee on Employment of the Handicapped in 1949, after it became obvious that a network of volunteer units was needed to disseminate information about problems facing people with handicaps in the areas of employment, housing, transportation and medicine. Following the lead of the President's Committee, Missouri Senate Bill #88, 1989, changed the name of the Governor's Committee to "Governor's Committee on Employment of People with Disabilities" (GCEPD).

The GCEPD consists of 26 Missourians representing business and industry, labor, state agencies, veterans, medical organizations, welfare, education, religious groups and organizations for and of the disabled. The 25 members at large are appointed by the Director of the Department of Labor and Industrial Relations, while the Governor appoints the Committee Chairman.

The GCEPD has a staff of seven.

Local Chapters

A network of GCEPD local chapters has been developed to provide the agency a source for dissemination of information and continued feedback on problems affecting people with disabilities.

Chapters are in operation in Ava, Cape Girardeau, Chillicothe, Columbia, Cuba, Jefferson City, Joplin, Kansas City, Lebanon, Mountain View/West Plains, Perryscott/Dunklin/New Madrid Counties, Poplar Bluff, Sikeston/Dexter, St. Joseph, St. Louis, Springfield and Waynesville/Crocker.

The GCEPD and affiliate chapters sponsor statewide activities to promote hiring of the disabled. Through contests, seminars, job fairs, news releases, newsletters, a film library and personal appearances, the GCEPD makes the public aware of the needs and abilities of people with disabilities.

Special events sponsored by local chapters

along with an increased awareness among Missourians with disabilities about GCEPD has resulted in a greater demand for services.

There were 1,821 information, referral and advocacy contacts requiring follow-up in 1983. The number has increased to a projected 3,100 in 1990-1991.

The information, referral and advocacy work includes interviews with employers, job search techniques, resume preparation and making information available about service providers and adaptive equipment suppliers.

As a result of this increased cooperation between public and private agencies, Missouri's people with disabilities are better served.

Awards Program

The GCEPD sponsors an award program to give recognition to those who have assisted people with disabilities and to those with disabilities who have been outstanding in their fields of endeavor.

Award Recipients were: Governor's Trophy - Richard L. (Rick) Beck, Jefferson City, Missouri; Distinguished Service Award - Merrill Sindt, Jefferson City, Missouri; Disabled State Employee of the Year - Marla Akerson Grothoff, Jefferson City, Missouri; Merit of Honor for Disabled State Employee Award - Bryan W. Tracy, Columbia, Missouri and Michael Todd, Turney, Missouri. Large Employer of the Year Award - WalMart Stores, Inc., Bentonville, Arkansas, Harry Johnson, Sr. V.P. of Store Operations, Div. I; Small Employer of the Year - M.B. Sturgis, Inc., Maryland Heights, Missouri, Bill Grable; Employer's Merit Award - M.C. Shoe Company, St. Louis, Missouri, Gene Konold; Citation for Meritorious Service - Debbie Stewart, Warrensburg, Missouri and Cape Girardeau Police Department, Cape Girardeau, Missouri, Sgt. Carl Kinnison; Media Service Award - Cape Girardeau News Guardian, Cape Girardeau, Missouri.

The GCEPD Journalism and Poster Contest for Missouri students develops awareness of the abilities of people who have disabilities. These contests are steadily increasing in both quality and quantity.

Award recipients were: Journalism Contest (High School) - First Place, Benecia Baker; Second Place, Sean Kliethermes; Third Place, Debby Kersting; Fourth Place, Bonnie Jackson; and Fifth Place, Christy Bryan. Poster Contest (High School) - First Place, Chris Wilson; Second Place, Brad Faber; and Third Place, Frankie Fullington. Poster Contest (College) - First Place, Wendy Parish; Second Place, Jill Ormbnek and Third Place, Dodi Osipowicz.

Directory

A Directory of Organization Resources for People with Disabilities was published in FY88 with an update in FY89. The directory lists state and local offices, private agencies and other organizations serving the disabled. The GCEPD also published in FY87 an Access Guide, which includes inspection forms and provides accessibility specifications.

Because communication is so important, the GCEPD makes a special effort to help people who are hearing and speech impaired. The agency provides interpreter assistance for the hearing impaired to assist in employment related business with state, county and municipal governments. The GCEPD maintains an up-to-date list of qualified sign language interpreters and acts as a contracting agent for interpreter services when needed.

Employment

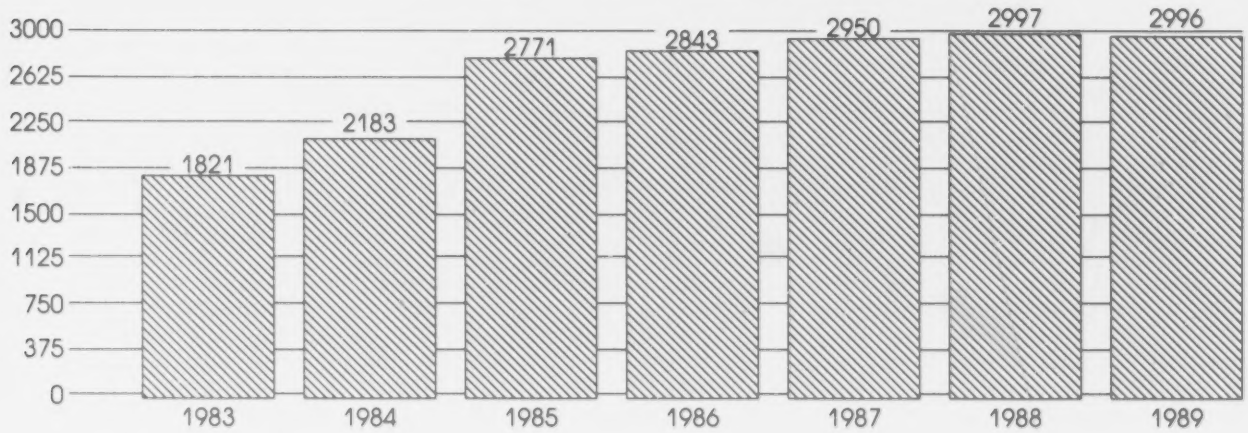
Disabled job seekers in Missouri's two major metropolitan areas — St. Louis and Kansas City — continued to receive concentrated assistance in FY90 in their efforts to find employment.

In both cities, GCEPD with help from the Division of Employment Security operates a handicap job program. Employment Security provides an employee one-half time in both cities to do placement work. The Employment Security mainframe computer is used to store information about job opportunities for the handicapped. This greatly enhances the matching of jobs and applicants with disabilities.

In Kansas City, the Disability Employment Awareness Network (DEAN) formerly Handicapped Opportunities Project (HOP) works to pool clients and job leads for the program. In St. Louis, Placement Assistance To the Handicapped (PATH) does similar work.

The Disability Employment Awareness

Information, Referral & Advocacy Contacts Requiring Follow-Up



Network and Placement Assistance to the Handicapped are umbrella organizations composed of agencies and individuals concerned with the employment for Disabled persons. DEAN, PATH and the Division of Employment Security offices have developed a computerized Client Skills Bank within the Job Service Division. DEAN and PATH members job ready clients are referred to a Job Service Counselor for an interview and entry of the client's job skills and education into the Job Skills Bank. When suitable job matches are obtained for the client, the E.S. Counselor coordinates with the DEAN or PATH member the appropriateness of the job referral.

During this year, DEAN and PATH members referred many clients to Employment Service for special services resulting in more than 30% of these clients obtaining full-time employment. The E.S. Counselors attend DEAN and PATH meetings, disseminating current Job Service information to members. On a daily basis, the E.S. Counselor communicates with member agency staffs exchanging current information on current job openings and job development opportunities for the purpose of obtaining job referrals for DEAN and PATH member clients.

In FY89, the programs recorded a placement rate of better than 30% in both Kansas City and St. Louis. This figure is exceptionally high for the hard-to-place person with a disability.

Accessibility

Accessibility to facilities, programs and services continued to be a critical issue in FY90.

The administrative requirements, which all governments must satisfy under federal law, includes self-evaluation of all programs, activities, policies and practices to determine areas of noncompliance with the handicapped discrimination regulations.

As a part of the ongoing work, GCEPD provides packets of information, makes on-site visits and provides consultations in an effort to assist people with disabilities to become contributing members of their communities.

Additional Services

With one addition to the GCEPD staff, the agency is able to provide greater services that lead to accomplishing employment goals.

The staff addition, the Employment Promotion & Development Specialist, has the responsibility of sensitivity awareness and employment promotion programs for and among employers. This is being accomplished through the presentation of programs to civic and business groups all across the state.

Missouri Commission on Human Rights

The commission was created by the 69th General Assembly in 1957 as a temporary agency. In 1959 the 70th General Assembly passed legislation making the Commission on Human Rights a permanent agency.

Currently the commission consists of 11 members and approximately 40 staff. Commission members are nominated by the Director of the Department of Labor and Industrial Relations, appointed by the Governor and confirmed by the Senate. The Governor appoints at least one member from each of Missouri's nine congressional districts, one member at large and one member as Chairperson. The commissioners serve for six years without compensation.

The commission's mission is to encourage fair treatment for, to foster mutual understanding and respect among and to discourage discrimination against any racial, ethnic, religious or other group protected by the Act, members of these groups or handicapped persons.

Under Chapter 213 RSMo 1986, the commission has the authority to seek to eliminate and prevent discrimination because of race, color, religion, national origin, ancestry, sex, physical or mental handicap or age (40 to 70 years, employment only). The classifications of housing, employment and public accommodations are the general areas under which complaints of alleged discrimination are filed.

Complaint and Enforcement Procedure

Any person claiming to be aggrieved by an unlawful discriminatory practice may file a written complaint with the commission within 180 days from the date of the last act of alleged discrimination. The complaint must name the person or business alleged to have committed the unlawful act and describe the unlawful conduct. In addition, the complaint must be signed and notarized.

After the filing of any complaint, the executive director of the commission shall make, with the assistance of the commission's staff, a prompt investigation. If the director determines after such investigation that probable cause exists for crediting the allegations of the complaint, the director shall immediately endeavor to eliminate the unlawful employment practice complained of by conference, conciliation and persuasion.

In case of failure to eliminate the discriminatory practice by conciliation, the chairperson of the commission may order a public hearing to be held before a panel of at least three members of the commission (sitting as the commission) or before a hearing examiner licensed to practice law in Missouri. The hearing examiner is appointed by the executive director and commission. The complaint is presented at a hearing by the Office of the Attorney General.

The objective of the hearing process is to make a finding of fact, conclusions of law and determine if the respondent has committed an unlawful discriminatory practice. If the commission finds that an unlawful discriminatory practice has occurred, it may order the respondent to cease and desist such unlawful acts and to take affirmative steps as the commission deems appropriate. If the commission finds in favor of the respondent after hearing all the evidence, the complaint is dismissed.

Either party has the right to appeal the commission's order to Missouri circuit court within 30 days. If no proceeding for review is instituted, the commission may obtain a court order for enforcement of its decision. If

Race discrimination remains the largest group of complaints received by MCHR. However, a significant change is noted in that age complaints comprise 12.4% of MCHR's FY90 workload. Handicap cases make up 24.4% of the workload.

an appeal to the court is made, the Attorney General becomes counsel for the Missouri Commission on Human Rights in the court proceeding. A case may be appealed through the Missouri courts up to the State Supreme Court.

Total Complaints Received in Employment, Public Accommodations, and Housing Discrimination by Complaint Classification and Year

Classification	Year	Number	Percent
Race	1990	391	32.3
	1989	358	30.4
	1988	263	28.1
Race Association	1990	10	.8
	1989	13	1.1
	1988	11	1.2
Sex	1990	217	17.9
	1989	207	17.6
	1988	169	18.0
Sex Harassment	1990	25	2.0
	1989	46	3.9
	1988	25	2.7
Religion	1990	13	1.1
	1989	14	1.2
	1988	19	2.0
National Origin	1990	20	1.6
	1989	23	2.0
	1988	16	1.7
Ancestry	1990	8	.7
	1989	5	.4
	1988	2	.2
Handicap	1990	295	24.4
	1989	302	25.7
	1988	203	21.7
Retaliation	1990	82	6.8
	1989	90	7.6
	1988	84	9.0
Age	1990	150	12.4
	1989	119	10.1
	1988	142	15.2
Unknown/Other	1990	0	0
	1989	0	0
	1988	2	.2
Total	1990	1211	100.0
	1989	1177	100.0
	1988	936	100.0

*Totals will not match total of cases received, due to the fact that some cases are filed in more than one category.

Dispositions During FY 1990

Disposition	EMP	PA	Housing	Total	Percent
Investigations					
Negotiated Settlements	59	6	12	77	9.3
No Probable Cause	226	13	33	272	32.9
No Jurisdiction	36	2	1	39	4.7
Unable to Locate	14	0	2	16	1.9
Withdrawn	53	5	9	67	8.1
Withdrawn/Settled	54	2	5	61	7.4
Admin. Closure	17	2	5	24	2.9
Failure to Cooperate	43	1	13	57	6.9
Probable Cause	44	3	4	51	6.2
Right to Sue	101	3	1	105	12.7
Conciliation					
Withdrawal/Settled	0	0	0	0	0.0
Admin. Closure	0	0	0	0	0.0
Conciliated	10	3	3	16	1.9
Right to Sue	4	1	0	5	.6
Hearings Decisions					
Withdrawal	1	0	1	2	.2
Admin. Closure	14	0	0	14	1.7
Prehearing Settlement	10	0	0	10	1.2
Hearing Panel Order	6	1	0	7	.9
Right to Sue	3	0	1	4	.5
Total	695	42	90	827	100.0

The commission maintains four offices in Missouri as a means of providing access and delivery of services. The office locations are: Jefferson City (central office); Kansas City; St. Louis; and Sikeston.

The Disposition Chart (above) reflects the types of closures/decisions rendered as a result of investigation, conciliation and public hearing.

In addition to the above, at the end of FY 1990 there were: 1287 complaints pending investigation; 17 complaints pending conciliation; and 54 complaints pending public hearing. Even though MCHR continues to close a sizeable number of complaints each year, the number of complaints pending in investigation and public hearing remain an ongoing concern when considering the desire for shorter complaint processing time frames.

During MCHR's 33 years of working toward eradicating discrimination, the agency has provided immeasurable services. The record reflects the agency has directly received 18,835 complaints of alleged discrimination in employment, public accommodations and housing.

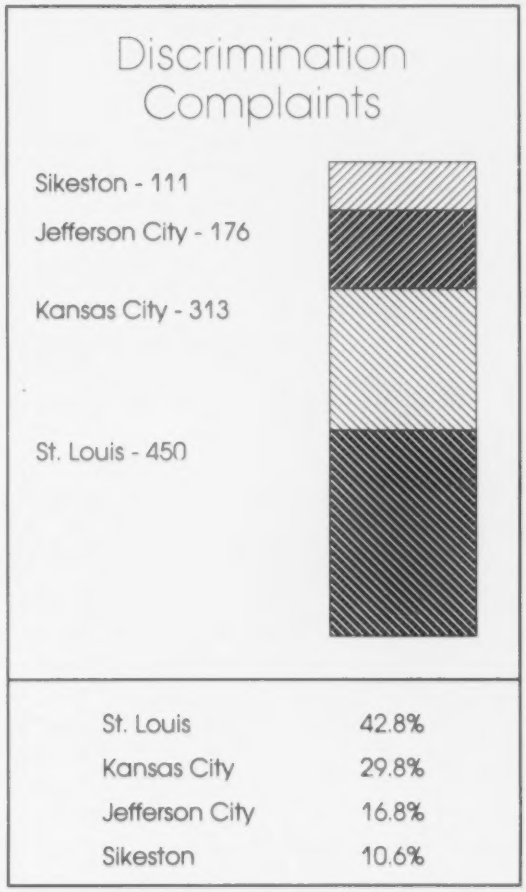
Total Cases Received by Year and Category

Fiscal Year	[1]Category	[2]MCHR	[3]Dual Filed
1990	EMP	862	1494
	PA	47	
	Housing	99	
	Total	**1008**	**1494**
1989	EMP	827	1632
	PA	68	
	Housing	85	
	Total	**980**	**1632**
1988	EMP	665	2096
	PA	60	
	Housing	37	
	Total	**762**	**2096**

[1] EMP — Fair Employment Practices
PA — Public Accommodations
Housing — Fair Housing
[2] MCHR — Missouri Commission on Human Rights
[3] Dual Filing — During the first part of April 1978, the EEOC and MCHR began a new procedure of dual filing cases, instead of deferral process. This means that employment complaints meeting the requirements of TITLE VII, filed with MCHR are automatically filed with both agencies merely by filing with one.

There are 11 local human rights agencies in Missouri handling a substantial number of cases that otherwise would fall within MCHR's responsibility. In an effort to further reduce potential duplication MCHR has initiated working relationships, similar to the EEOC/ MCHR worksharing, with local human rights agencies and the U.S. Dept. of Housing and Urban Development. These efforts have proven beneficial in terms of the use of state resources.

The preceding chart illustrates the number of complaints filed with MCHR by category for the past three years. It also shows the number of complaints received by the U.S. Equal Employment Opportunity Commission (EEOC) and Dual Filed with MCHR. Since EEOC only has responsibility for employment discrimination, the 1494 cases under the dual filed column reflect the number of additional cases MCHR would be responsible for if there were no EEOC or if MCHR and EEOC did not have a worksharing relationship.



St. Louis	42.8%
Kansas City	29.8%
Jefferson City	16.8%
Sikeston	10.6%

The number of complaints filed with MCHR has increased by 51.6% from FY89 to FY90. Also employment cases continue to consume the largest portion of the workload:

Employment	85.5%
Public Accommodations	4.7%
Housing	9.8%

Division of Employment Security

The Wagner-Peyser Act of June 6, 1933, as amended, provides the initial legislative basis for the establishment of the United States Employment Service and its affiliated state employment services, including the Missouri Division of Employment Security.

The Federal Unemployment Insurance Tax Act provisions under the Social Security Act of 1935 went into effect in January, 1937. These provisions provide the basis for Unemployment Insurance programs in Missouri.

The Division of Employment Security is responsible for administration of job service, labor market information and unemployment insurance programs in the state.

Public Policy

The public policy concerning employment security in Missouri is stated in the Missouri Employment Security Law. The policy states:

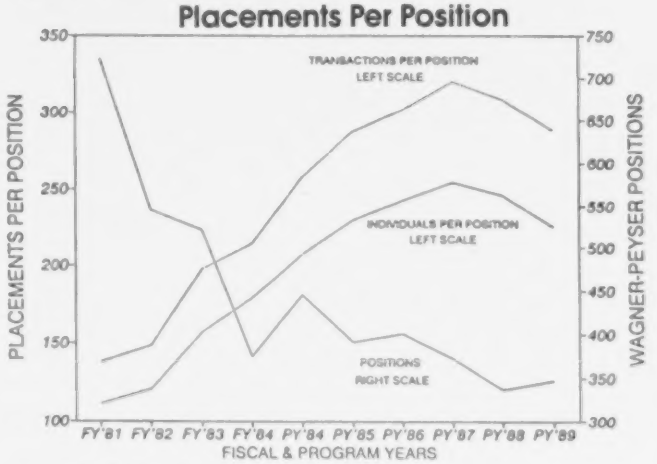
"Economic insecurity due to unemployment is a serious menace to the health, morals and welfare of the people of this state resulting in a public calamity. The legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this state require the enactment of this measure, under police powers of the state, for compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own. This law shall be liberally construed to accomplish its purpose to promote employment security both by increasing opportunities for jobs through the maintenance of a system of public employment offices and by providing for the payment of compensation to individuals in respect to their unemployment."

Funding

Costs of operating the Division and the major part of its program costs are paid from federal grants. These grants are derived from federal payroll taxes paid by employers and are made available by Congressional appropriations. Some special programs are funded by different federal grants through other state and federal agencies.

Contributions paid by Missouri employers as defined in the Employment Security Law are state funds set aside for the sole purpose of providing funds for the payment of weekly benefits to qualified claimants.

Placements Per Position



NOTE: FY 84 WAS 9 MONTHS: OCT 83-JUN 84

Objectives

The objectives of the Division are three-fold:

- to find employment for jobseekers;
- to collect taxes (contributions) from employers and to pay unemployment insurance payments to those who are eligible under the law and are unemployed through no fault of their own;
- to provide labor market information in support of Employment Security operations and other employment and training operations.

To provide employment services and unemployment insurance services, 38 full-functioning Division local offices were in operation in Program Year 1989. Computerized systems promote streamlined central and local office operations and contribute to efficient use of staff and management information in program administration.

Economic Data

The Division produces economic data which are put to a wide variety of uses at the state and local level, as well as contributing to the national economic data system. These data include monthly estimates of the labor force, employment, and unemployment; employment, hours and earnings data by industry; occupational employment information; and wage data.

Job Service

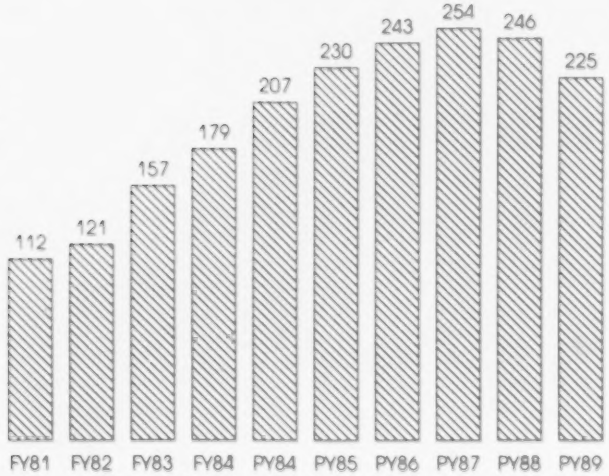
In addition to paying Unemployment Insurance benefits and gathering labor market data, Employment Security through its network of Job Service offices provides two important services that help people find jobs.

Those who lack knowledge about where and/or how to seek employment may receive counseling. Others who lack adequate skills can learn about training programs available through Job Service. And, for employers, Employment Security is dedicated to providing the best qualified applicants.

Missouri Job Service offices also cooperate with local governments and national and community agencies in promoting and administering special programs designed to provide job security, increase job opportunities and facilitate full utilization of the local area labor force.

The final goal of all employment service activities is placement of individuals in jobs. This includes receiving and interviewing applicants, taking employer orders, listing job specifications and screening and referral of applicants, followed by verification of job placement.

Placements Per Staff



*FY84 was 9 months: October 83 - June 84

In Program Year 1989, the Missouri Division of Employment Security recorded a successful year. There were 101,380 employer job openings filled with 77,848 Job Service applicants and the Employment Service staff averaged 225 placements per staff.

Listed below are the major services available through Job Service offices.

Job and Applicant Matching

Job and Applicant Matching are important twin features of our automated placement process. This automated selection process for applicants and/or job orders matches the applicant occupational qualifications and preferences against the employer job specifications. Local office placement staff use computer terminals to directly access the central computer's Job Bank in the Jefferson City Central Office.

Job Bank

Job Bank is used to distribute job information over a wide area. This is accomplished by a network of CRT terminals linked by computer. When Employment Security receives a "job order" from an employer, information about this job and necessary specifications are entered into the Job Bank system and immediately becomes available to all local offices in the State and offices in the Kansas and Illinois portion of the Kansas City and St. Louis labor markets.

National Job Bank

To expand placement activities beyond the local, regional and statewide concept, Employment Security participates in the National Job Bank System to share information about specific employment opportunities nationwide.

This interstate network of Employment Security offices creates a close communication between offices for locating qualified applicants and desired job openings at the time they are needed.

Interstate Clearance System

The Interstate Clearance System (ICS), operating through a nationwide network of local Job Service offices, provides services to employers by locating, selecting and referring qualified workers from other areas when qualified workers are not available locally.

ICS also helps applicants by referring them to suitable job openings when they desire employment elsewhere or when they cannot be placed locally and will accept employment elsewhere. ICS also supplements other employment service activities by providing information about current labor area supply and demand.

Employer Services

To ensure that employers are aware of services available at Employment Security, the Division maintains a personal contact through Employer Service Representatives (ESR). The local office manager and selected staff maintain this contact in offices that do not have an ESR assigned.

The ESR relays information about services available, coordinates special services and programs designed to assist employers and encourages employers to utilize Job Service.

In addition to personal visits and telephone contacts, each local office conducts seminars on Job Service and related activities pertinent to employer needs.

TJTC

Targeted Jobs Tax Credit (TJTC) provides an advantage in the labor market for people who have the most difficulty in obtaining employment.

TJTC provides a federal income tax credit for employers who hire individuals from any of nine target groups: economically disadvantaged youth, Vietnam era veterans, ex-felons, Vocational Rehabilitation referrals, cooperative education participants, supplementary security income recipients, general assistance recipients, aid to families with dependent children recipients and summer youth employees.

TJTC is a cost-effective way of increasing private sector employment opportunities by offering tax-paying businesses a direct incentive to make more and better jobs available to the disadvantaged and to retain these workers in the critical first two years of employment.

The credit applies to wages paid to those employees who are certified by Employment Security. The credit is applicable for one year, amounting to 40 percent of the first $6,000 in wages the first year.

The credit for Summer Youth is 40 percent of the first $3,000 in wages paid for a maximum of 90 days (May 1 - Sept. 15).

During PY89, 10,663 individuals were certified for TJTC in Missouri.

Job Service Employer Committee

The Missouri Job Service Employer Committee, established in 1986 to ensure the responsiveness of the Division to employers, is composed of a broad spectrum of employers representing both large and small business entities.

This committee is linked to employers through a 15-member State Steering Committee.

At the local office level, 30 Local Employer Committees have been established. These committees involve more than 450 employers who make known the concerns of the employer community. Working with local committees, the Division has conducted 191 educational seminars for approximately 13,573 employers since 1986.

Rural Service

Rural Service provides a full range of employment opportunities to rural Missourians. All local office staff have been trained to provide assistance to migrant and seasonal farm-workers.

Primary seasonal crop activity is centered in the Bootheel area for spring vegetables and summer peaches and melons. Fall activity is centered around the Lexington and Waverly areas for apple harvesting.

Handicapped

Job Service participates with other state agencies in the Cooperative Agreement for Handicapped Job Seekers. This involves all facets of rehabilitation, training and placement efforts on behalf of the disabled applicant.

Job Service works closely with the Governor's Committee on Employment of People with Disabilities. Resources are utilized to improve direct services to disabled job seekers and to coordinate the efforts of other community agencies in the efforts to assist these individuals.

Located in Kansas City and St. Louis, the PATH (Placement Assistance To Handicapped) and DEAN (Disability Employment Awareness Network) programs are working together with a staff person to correctly identify and serve the disabled community.

Job Service and the Governor's Committee on Employment of People with Disabilities participate in both local job fairs and the National Employ the Handicapped Month targeted to this population. Each local office has a specialist available to assist disabled clients.

Employment Security also makes extensive efforts to provide employers and the public with information concerning the contributions disabled individuals make to the labor force and the economy.

Missouri Employment and Training Program

The Food Stamp Program, implemented under the U.S. Department of Agriculture, Food and Nutrition Service in 1964, was amended in January, 1971, to include the requirement of work registration for Food Stamp recipients.

The law was further amended in January, 1981, to require Job Search as a part of the work registration process for able-bodied individuals.

The work registration function is accomplished by a cooperative agreement between the Division of Family Services and the Division of Employment Security. The local Job Service office carries out the Congressional intent of the work test by referral of employable Food Stamp recipients to suitable employment or training.

In addition, many individuals are asked to do individual job search activity on their own if suitable job openings are not available.

Youth Applicants

Youths age 16-21 can receive job development and referral assistance at Employment Security local offices. Services are provided to in-school and out-of-school youth from high school, junior college and college settings.

Under special contracts with Private Industry Councils, Job Service conducts summer youth programs in some areas of Missouri. Close coordination is also maintained with the Department of Elementary and Secondary Education and Job Service operates special placement services and activities jointly with many of the area vocational schools.

Experienced Worker Program

Job Service offices place special emphasis on providing the full range of employment services to applicants over age 40.

Federal law makes it illegal to discriminate against older workers who are seeking employment or entering training programs. Job Service specialists in local offices provide assistance in overcoming barriers to employment.

Special job seeking skill training is offered to experienced applicants over age 55 in six agency local offices. On-the-job training contracts also are available to employers who hire this special applicant group. These special services are possible through a contract with the Missouri Division of Job Development and Training.

Counseling

Employment counseling assistance is available for those job applicants desiring to evaluate their occupational goals and work search plans. Re-entrants to the labor market, and workers experiencing job changes because of technology or physical causes, as well as young workers, use the professional counseling services available in Job Service offices.

Individuals needing assistance may be referred by local office staff, by community agencies or may request counseling assistance themselves.

Counselors aid individuals in evaluating their interests, values and abilities as they relate to the world of work. Aptitude testing, labor market information and opportunities for training and education may be explored.

All larger Job Service offices have counseling services available. Counseling assistance is also available in FUTURES Programs and Experienced Worker Programs.

In several offices, counselors offer workshops in Job Seeking and Keeping Skills. The majority of the unemployed experience difficulties presenting themselves appropriately to employers; therefore, these workshops have proved to be of great value.

Counseling Interviews

	1989	1988
Individuals	16,758	16,276
Group	2,024	3,637
Total	18,782	19,913

Of the individuals receiving counseling assistance, 44% are female, 38% are minorities, 11% have disabilities, 24% are veterans, 10% are youth, 21% are experienced workers and 23% are claimants.

OJT

The Division contracts to provide on-the-job training services across the state. The On-the-Job Training (OJT) Program is a cost reimbursable program for employers in the private sector of the economy. The employer enters into a contractual agreement with Employment Security to provide employment and on-the-job training in specific occupations and pay wages as designated in the subcontract.

In return, the training program reimburses the subcontractor on a monthly basis for up to 50 percent of the trainees' wages during a predetermined period.

School Placement

The Area Vocational Technical School program provides a full-range of placement services for students enrolled at 18 Vocational Technical schools in Missouri. Division placement specialists with portable computer terminals are stationed at the vocational technical schools, linking students with opportunities listed in the Division's statewide Job Bank.

FUTURES/Job Search

The FUTURES program is a federally mandated program designed to assist recipients of Aid to Families with Dependent Children (AFDC) become self-sufficient through education, training and employment. The Division of Family Services administers the program utilizing the services of the State Department of Education, the Division of Job Development & Training (JTPA) and the Division of Employment Security.

The Division of Employment Security operates the Job Search component of the FUTURES program. This component consists of activities combining classroom instruction for two weeks and supervised work search for four weeks. The classroom activity includes orientation, labor exchange registration, testing, motivation and behavior guidance, resumé writing, method of job search, interviewing techniques (including mock interviews and peer critiques) and occupational counseling. The Supervised Work Search (SWS) uses the techniques taught in the classroom to assist the participant to obtain employment. The FUTURES participant will receive group and individual evaluations weekly to ascertain need for redirection or continuation of efforts.

Job Corps

The Job Corps Program provides skill training and educational opportunities for disadvantaged youth. Through its 26 years of service many thousands of youth have benefited from extended vocational and skill training as well as secondary and college educational instruction.

In Missouri, the Division of Employment Security will enroll approximately 1,300 youth in Job Corps by September 30, 1990.

Job Corps offers a wide range of vocational training programs for youth (ages 16 - 21). The Job Corps Centers offer residential and nonresidential training, giving young Missouri residents all over the state an opportunity to better themselves.

In Missouri there are three residential Job Corps Centers, St. Louis, Excelsior Springs (near Kansas City), and at Mingo (near Poplar Bluff). There are also three nonresidential sites at St. Louis, Kansas City and St. Joseph.

Job Corps Enrollment

	Male	Female	Total
1989	891	409	1,300
*1990	698	355	1,053

*Through July, 1990

Veterans

The Missouri Division of Employment Security provides services to veterans on a priority basis (veterans preference) in accordance with federal law.

Veterans Employment Representatives (VER's) and Disabled Veterans Representatives (DVR's) are designated staff within local offices to offer more intensive services to veterans with barriers to employment. These staff work with regular Employment Service personnel to provide veterans' preference and special services.

Assistance to employers (and their subcontractors) who are federal contractors by the Division staff help assure that affirmative action for Vietnam Era and Special Disabled Veterans is achieved regarding employment and advancement in employment.

The federal Director of Veterans Employment and Training (and assistants) work closely with the Division to assure efficient and effective delivery of service to veterans, and compliance with federal guidelines. Federal Vets staff also resolve cases referred by the Division in which veterans' reemployment rights are at issue.

Service to Veterans

	1988	1989
Placements	19,394	18,894
Vietnam Vets	8,622	8,104
Disabled Vets	846	953
Counseling	4,576	3,804
Vietnam Vets	2,082	1,700
Disabled Vets	274	248
Enrollment in Training	386	521
Vietnam Vets	190	252
Disabled Vets	25	95

Trade Act

The Trade Act of 1974, as amended, was enacted to provide assistance to workers separated from employment because of increased imports of goods and products.

Job Service is responsible for assisting adversely affected workers in finding equivalent employment or, when necessary, upgrade their skills through approved classroom training or on-the-job training enabling them to obtain other suitable employment.

In addition to job placement and retraining services, job search and relocation allowances are available to eligible applicants to assist their efforts in seeking employment outside their normal commuting area, and to relocate to that area should they obtain suitable employment.

Job Service Activities — Program Year 1989

Local Offices	Job Openings	New App.	Referrals	Placements
STATEWIDE*	162,969	294,872	599,244	101,311
Arnold	1,520	4,948	5,376	1,039
Blue Springs	1,314	2,390	6,725	977
Branson	2,706	3,898	10,809	1,652
Camdenton	1,674	3,256	9,313	935
Cape Girardeau	3,804	6,109	12,026	2,761
Carthage	1,678	2,528	5,332	1,537
Caruthersville	1,653	2,389	5,310	1,444
Chillicothe	2,452	3,400	6,540	1,473
Clinton	1,174	2,603	3,963	965
Columbia	4,769	6,996	18,610	2,235
Crestwood	5,887	10,062	20,710	3,120
Dexter	962	2,304	2,185	745
Flat River	2,451	6,345	8,461	1,547
Fort Leonard Wood	695	1,442	2,134	411
Gladstone	6,038	13,426	22,061	2,273
Grandview	6,935	13,732	21,580	3,951
Hannibal	2,103	4,124	9,107	1,447
Independence	3,541	11,567	13,223	2,121
Jefferson City	2,458	5,680	14,081	1,315
Joplin	5,129	8,527	16,238	4,080
Kansas City	12,722	15,255	32,762	4,126
Kennett	1,274	2,049	5,054	1,015
Kirksville	1,466	2,680	5,154	1,126
Lebanon	3,281	4,551	16,416	2,706
Lexington	983	2,422	5,598	742
Malden	1,162	1,539	4,709	1,037
Marshall	1,794	2,232	7,162	1,277
Marshfield	870	1,841	4,396	796
Maryville	2,509	2,713	6,007	1,322
Mexico	1,388	2,002	6,431	873
Moberly	2,643	2,517	11,001	1,964
Monett	4,499	4,913	17,174	3,382
Nevada	1,370	2,723	3,745	800
Poplar Bluff	3,960	5,362	17,277	2,995
Rolla	2,143	5,807	9,677	1,155
St. Ann	9,398	18,235	28,610	4,826
St. Charles	4,171	7,241	12,131	2,527
St. Joseph	4,498	6,518	17,103	3,075
St. Louis	12,588	19,952	40,541	8,564
St. Louis Central	4,331	10,522	14,036	1,584
St. Louis South	3,749	5,821	13,969	2,042
Sedalia	3,273	5,235	14,946	2,378
Sikeston	2,351	4,428	10,165	1,655
Springfield	8,888	17,712	38,168	5,463
Washington	2,493	6,639	13,440	2,526
West Plains	2,306	3,941	6,695	1,510
Warrensburg	1,598	1,680	5,375	804

* Local Office figures do not add up to Statewide totals due to exclusion of some JTPA and Non-E.S. reporting locations.

NOTE: These are transactions.

Legal

The Legal Section of the Division of Employment Security has a staff of six lawyers; three stationed in Jefferson City, one in Kansas City and two in St. Louis.

The Legal Section represents the Division in all legal matters involving the administration and enforcement of the Missouri Employment Security Law.

The section advises the director and other Division management officials, prepares legal opinions for all sections within the Division, reviews leases, assists in real estate transactions and litigation, responds to public inquiries, appears before the Appeals Tribunal and the Labor and Industrial Relations Commission in certain employer liability and benefit cases and reviews contracts relating to federally sponsored programs.

The legal section plays an important role in the collection of delinquent contributions.

In addition, the Legal Section:

- counsels with the Collection and Contributions Section on collection matters;
- works with other state agencies in an effort to effect collection of delinquent contributions on the part of defaulting employers and issue and enforce administrative subpoenas to obtain pertinent records when needed for the proper administration of the law;
- represents the Division in personnel matters, in the internal grievance procedure before the Personnel Advisory Board and under the current union resolution;
- represents the Division before the Equal Employment Opportunity Commission and the Missouri Commission on Human Rights relative to charges of discrimination filed against the Division by employees and members of the public.

Circuit Court Cases Opened

FY 88	115
FY 89	120
FY 90	124

Circuit Court Cases Closed

FY 88	130
FY 89	165
FY 90	128

Court of Appeals Cases Opened

FY 88	20
FY 89	4
FY 90	16

Tax Garnishments

Central Office

FY 88	88
FY 89	?
FY 90	?

Kansas City

FY 88	356
FY 89	400
FY 90	342 Garnishments 4 Sequestrations

St. Louis

FY 88	678
FY 89	1,258
FY 90	542

Benefit Garnishments

Central Office

FY 88	281
FY 89	356
FY 90	324

Kansas City

FY 88	99
FY 89	167
FY 90	149 Garnishments 15 Sequestrations

St. Louis

FY 88	1,023
FY 89	1,258
FY 90	1,036

Field Operations

Field Operations is responsible for line authority over the Local Office Managers in the administration of the Employment Security Job Service, Unemployment Insurance and other programs throughout the State.

Field Operations provides liaison between technical specialists, program supervisors, Local Office Managers and District Managers. Also through coordinating efforts, Field Operations functions in securing proper emphasis and attention for each program and activity.

The Labor Market Environment

Economic growth slowed in Fiscal Year 1990, bringing with it slowing employment growth, both nationally and in Missouri. Unemployment edged down further in the FY '90, facilitated by the demographic changes which have led to slow labor force growth in recent years.

Real gross national product — the nation's output of goods and services — increased at less than a 2 percent annual rate in each quarter of the fiscal year. Indeed, in the October-December 1989 period, growth almost stopped. Whether the record-long period of economic expansion which dated back to the end of 1982 was coming to a close was not clear at the end of FY '90.

National employment, which had been growing at around 2 percent a year, slowed rather sharply in 1990. By the end of the fiscal year, private jobs growth had virtually halted.

Missouri growth also slowed during the fiscal year. Total employment (the measure of the number of employed residents of the state) is estimated to have increased by 23,000 between FY 1989 and FY 1990, down slightly from the previous year's growth and much slower than the growth which prevailed in the FY 1983-FY 1987 period. Much the same is true of payroll employment, which increased by 35,800 jobs between the FY 1989 and the FY 1990 averages. All this growth occurred in the service-producing sector, as the goods-producing industries (manufacturing, mining and construction) showed no net growth in the period.

The relatively placid changes shown in the annual average figures tend to mask somewhat the volatility that occurred in the data during the year. There were unusual weather conditions during the year, including severe winter weather in December followed by mild conditions, but these do not seem to be the main cause of the swings in the data.

The fiscal year began on a fairly even keel, with unemployment remaining near the level of the end of the previous fiscal year, except for usual seasonal changes. Total employment edged down a bit during the latter months of calendar 1989, as over-the-year employment growth slowed. January was an exceptionally unusual month, in terms of employment and unemployment data, as total employment dipped by 50,000 and the unemployment climbed by 1.4 percentage points to 7 percent. The aberrant nature of this one-month change became obvious in the following months, as the figures showed large changes reversing those of January. Through May, employment gained substantially, while unemployment dropped sharply. The May rate of 4.5 percent was the lowest in the state since 1979. In June, however, employment fell off, while unemployment increased by 0.4 percentage points, as most of the summer increase in the labor force seems to have been captured in that month. Fiscal Year 1990 ended with total employment about 15,000 higher than it had been at the end of the previous fiscal year, while the unemployment rate was 0.3 percentage point lower than a year earlier.

Payroll employment showed a smoother course over the year. Most of the month-to-month movements were the expected seasonal ones. Moderate growth took place during much of the year, especially in the service-producing sectors, but growth had slowed toward the end of the fiscal year.

Labor Market Data

	FY 1990	FY 1989	FY 1988	FY 1989-90	FY 1988-89
Civilian Labor Force	2,625,000	2,604,000	2,599,000	21,000	5,000
Total Employment	2,481,000	2,460,000	2,433,000	23,000	27,000
Unemployment	142,000	144,000	166,000	-1,000	-11,000
Rate	5.4%	5.5%	6.0%	-0.1%	-0.5%
Nonagricultural Wage & Salary Employment	2,322,700	2,286,900	2,228,900	35,800	58,100
Manufacturing	427,300	427,900	429,400	-600	-1,500
Nonmanufacturing	1,895,200	1,849,100	1,799,200	35,100	49,900

Missouri Employment and Earnings
1989 Annual Averages

Industry	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
TOTAL NONAGRICULTURAL EMPLOYMENT	2,308,000	NA	NA	NA
GOODS PRODUCING	541,600	NA	NA	NA
MINING	5,200	NA	NA	NA
CONSTRUCTION	97,500	NA	NA	NA
General Building Contractors	26,500	NA	NA	NA
Heavy Construction	10,500	NA	NA	NA
Special Trade Contractors	60,600	NA	NA	NA
MANUFACTURING	438,900	$426.94	40.7	$10.49
DURABLE GOODS	250,600	477.15	41.6	11.47
Lumber & Wood Products	12,300	272.26	38.4	7.09
Furniture & Fixtures	12,200	343.99	41.0	8.39
Stone, Clay & Glass Prods	11,000	480.06	41.6	11.54
Primary Metal Industries	12,000	462.59	41.6	11.12
Fabricated Metal Products	30,000	460.65	41.5	11.10
Industrial Machinery & Equip	32,300	443.30	42.3	10.48
Electronic & Other Elect Equip	44,000	415.93	41.1	10.12
Transportation Equipment	77,300	657.84	42.8	15.37
Motor vehicles & equipment	30,200	667.52	42.9	15.56
Aircraft & parts	38,100	NA	NA	NA
Instruments & Related Prods	12,600	367.50	41.2	8.92
NONDURABLE GOODS	188,300	362.06	39.7	9.12
Food & Kindred Products	47,100	400.72	40.6	9.87
Beverages	9,600	760.26	39.7	19.15
Textile Mill Prods & Apparel	22,900	214.20	36.0	5.95
Paper & Allied Products	13,500	404.21	41.8	9.67
Printing & Publishing	42,900	NA	NA	NA
Chemicals & Allied Products	30,000	535.02	42.5	12.61
Leather & Leather Products	14,900	220.06	36.8	5.98
SERVICE PRODUCING	1,766,400	NA	NA	NA
TRANSPORTATION & PUBLIC UTILS	150,500	NA	NA	NA
Railroad Transportation	9,400	NA	NA	NA
Trucking & Warehousing	46,500	NA	NA	NA
Transportation by Air	20,600	NA	NA	NA
Communications	35,100	NA	NA	NA
Electric, Gas & Sanitary Svc	21,200	NA	NA	NA
TRADE	569,400	NA	NA	NA
WHOLESALE TRADE	144,100	NA	NA	NA
Wholesale Trade — Durable Gds	83,300	NA	NA	NA
Motor vehicles, parts, suppls	12,900	NA	NA	NA
Lumber & construction matls	4,600	NA	NA	NA
Professional & commrcl eqp	17,200	NA	NA	NA
Electrical goods	9,100	NA	NA	NA
Hardware, plmbng, heatng eqp	5,800	NA	NA	NA
Machinery, equipment & suppls	20,200	NA	NA	NA
Wholesale Trade — Nondur gds	58,800	NA	NA	NA
Groceries & related	16,500	NA	NA	NA
Petroleum & petroleum prds	6,100	NA	NA	NA
Beer, wine & distilled bevs	3,000	NA	NA	NA
RETAIL TRADE	425,300	NA	NA	NA
Building mtls & grdn suppls	19,300	NA	NA	NA
General merchandise stores	61,000	NA	NA	NA
Food stores	59,600	NA	NA	NA
Automotive dealers/svc stas	52,600	NA	NA	NA
Apparel & accessory stores	24,000	NA	NA	NA
Furniture, homefurn. stores	14,800	NA	NA	NA
Eating & drinking places	148,600	NA	NA	NA
FINANCE, INSURANCE, REAL ESTATE	135,100	NA	NA	NA
Depository Institutions	45,100	NA	NA	NA
Nondepository Institutions	8,700	NA	NA	NA
Security 7 Commodity Brokers	10,700	NA	NA	NA
Insurance Carriers	30,200	NA	NA	NA
Insurance Agents, Brokers	13,900	NA	NA	NA
Real Estate	21,800	NA	NA	NA
Holding & Other Invstmt Offcs	4,600	NA	NA	NA
SERVICES	552,800	NA	NA	NA
Hotels & Other Lodging Places	30,800	NA	NA	NA
Personal Services	24,900	NA	NA	NA
Business Svcs	88,400	NA	NA	NA

Missouri Employment and Earnings
1989 Annual Averages (continued)

Industry	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
Auto Repair, Svcs, Parking	19,300	NA	NA	NA
Amuse & Rec Svcs inc. Mot Pic	29,900	NA	NA	NA
Health Services	182,900	NA	NA	NA
Hospitals — private	91,700	NA	NA	NA
Legal Services	14,400	NA	NA	NA
Educational Services — private	36,700	NA	NA	NA
Social Services	30,700	NA	NA	NA
Membership Organizations	43,200	NA	NA	NA
Engineering & Management Svcs	34,800	NA	NA	NA
Agricultural Services	9,100	NA	NA	NA
TOTAL GOVERNMENT	358,600	NA	NA	NA
TOTAL FEDERAL GOVERNMENT	71,500	NA	NA	NA
TOTAL STATE GOVERNMENT	86,300	NA	NA	NA
TOTAL LOCAL GOVERNMENT	200,800	NA	NA	NA

Prepared by the Missouri Division of Employment Security in cooperation with the U.S. Bureau of Labor Statistics. Estimates are based on monthly reports from cooperating establishments.

Data cover employees who worked or received pay for the payroll period which includes the 12th of the month. The data exclude the self-employed, volunteers or unpaid family workers, and domestic workers. Payroll and hours data cover production and related workers in manufacturing.

Labor Force and Unemployment Rates
1989 Annual Averages

	Civilian Labor Force	Change From 1988	Unemployment Rate	Change From 1988
U.S.	123,869,000	2,200,000	5.3	-0.2
Missouri	2,614,000	20,000	5.5	-0.2
St. Louis MSA	1,273,715	11,741	5.5	-0.4
Kansas City MSA	849,580	-464	4.9	-0.4
Springfield MSA	127,216	3,529	4.5	0.1
Joplin MSA	70,492	9	5.4	-0.1
Columbia MSA	66,321	604	2.7	-0.1
St. Joseph MSA	42,356	683	5.4	-0.9
Marion/Ralls LMA	17,850	72	5.1	-0.5
Cole/Osage LMA	40,747	947	4.3	-0.2
Adair/Schuyler LMA	13,529	502	4.0	-0.4
Counties:				
Andrew	7,264	116	5.6	-0.5
Atchison	3,326	129	3.6	0.1
Audrain	10,769	302	5.2	0.3
Barry	12,848	488	4.7	-0.3
Barton	5,475	22	3.7	0.0
Bates	6,249	-287	9.6	0.3
Benton	5,704	201	8.3	0.2
Bollinger	3,956	215	9.2	-0.8
Butler	16,645	265	8.5	-0.0
Caldwell	3,325	107	6.8	-0.2
Callaway	16,664	642	4.8	-0.4
Camden	14,929	248	6.1	-0.4
Cape Girardeau	34,707	293	4.2	-0.3
Carroll	4,139	-155	8.7	-2.6
Carter	2,243	107	10.1	0.2
Cedar	4,558	-136	7.0	0.2
Chariton	4,210	-58	5.2	0.1
Clark	3,704	-118	5.1	-0.5
Clinton	7,058	325	6.4	-0.6
Cooper	6,550	-99	6.0	0.7
Crawford	10,284	906	6.5	-1.0
Dade	2,955	-110	5.2	-0.4

Labor Force and Unemployment Rates
1989 Annual Averages (continued)

	Civilian Labor Force	Change From 1988	Unemployment Rate	Change From 1988
Dallas	4,029	351	9.7	-0.2
Daviess	3,607	-37	5.5	-0.1
DeKalb	3,782	74	5.5	-0.3
Dent	5,999	-281	7.5	-0.5
Douglas	4,929	186	7.5	-0.9
Dunklin	13,504	-39	7.9	0.1
Gasconade	7,364	-55	7.2	1.0
Gentry	2,850	72	4.0	-1.0
Grundy	4,999	-96	6.6	0.5
Harrison	4,326	-176	4.2	-0.9
Henry	8,916	240	8.4	0.6
Hickory	2,823	90	7.2	-0.3
Holt	2,361	-30	5.8	-0.4
Howard	4,536	1	4.6	-0.5
Howell	14,217	516	6.6	-0.2
Iron	2,724	57	11.7	-1.4
Johnson	21,013	1,349	4.1	0.3
Knox	1,876	-77	6.0	-0.1
Laclede	13,997	527	7.9	1.6
Lawrence	14,086	-222	5.5	0.3
Lewis	4,911	-168	5.7	0.1
Lincoln	12,631	3	7.2	-0.3
Linn	6,672	145	7.6	0.8
Livingston	6,726	73	5.0	-0.1
McDonald	8,826	-177	4.8	-0.1
Macon	8,583	338	7.7	2.4
Madison	4,612	124	8.0	0.8
Maries	3,783	-49	7.5	0.2
Mercer	1,442	-25	6.2	-0.2
Miller	9,171	324	9.2	-0.6
Mississippi	6,503	11	7.6	-0.9
Moniteau	6,120	182	5.4	-0.7
Monroe	5,017	256	5.5	-0.1
Montgomery	5,014	132	7.1	0.6
Morgan	7,884	263	6.1	-0.3
New Madrid	9,859	281	7.5	0.1
Nodaway	10,859	327	2.8	-0.4
Oregon	3,359	-102	7.6	-1.4
Ozark	3,648	144	6.5	-2.7
Pemiscot	8,977	230	8.0	0.0
Perry	8,421	321	5.5	-1.9
Pettis	18,360	212	6.9	0.7
Phelps	16,937	160	4.9	-0.2
Pike	7,505	-217	7.6	0.2
Polk	10,799	711	5.0	-0.0
Pulaski	12,709	303	6.3	-0.2
Putnam	2,220	94	5.2	-0.1
Randolph	11,403	182	5.7	-0.4
Reynolds	2,151	175	7.9	-4.6
Ripley	4,217	-14	7.9	-0.9
St. Clair	3,679	318	8.4	0.8
Ste. Genevieve	6,398	-415	6.5	-0.3
St. Francois	22,097	696	8.2	-0.5
Saline	11,257	-201	6.5	0.9
Scotland	2,195	-19	5.0	-1.1
Scott	18,822	210	6.7	-0.4
Shannon	3,396	716	9.0	-2.3
Shelby	3,670	103	3.7	0.5
Stoddard	12,941	116	7.4	-0.7
Stone	8,599	76	10.2	-0.2
Sullivan	3,410	81	3.6	-0.9
Taney	15,952	729	8.2	-0.6
Texas	8,880	-201	9.9	1.2
Vernon	8,987	-28	5.2	0.4
Warren	9,824	-219	6.8	-0.3
Washington	6,433	380	14.9	-2.3
Wayne	4,965	51	9.8	0.4
Webster	9,869	100	8.2	-0.1
Worth	1,152	-22	4.3	-1.5
Wright	6,921	57	7.0	0.1

Unemployment Insurance

Unemployment insurance (UI) programs provide partial protection for workers against loss of wages during periods of involuntary unemployment. The benefits paid to insured workers bolster the economy of the state during periods of economic recession by helping maintain the level of consumer purchasing power.

Eligible claimants can qualify for up to 26 weeks of unemployment compensation under the Regular Benefit Program. During periods of high unemployment, the Extended Benefit Program (EB) provides up to 13 more weeks of entitlement for the long term unemployed who have exhausted all regular program entitlement and who meet EB eligibility requirements.

Payment of benefits under the regular program are made from a trust fund supported by a tax on the payrolls of contributing employers and the reimbursement of benefit charges by certain governmental and nonprofit employers who reimburse in lieu of paying taxes. No part of the unemployment tax is deducted from the worker's wages.

Benefit payments under the EB program are made, in part, from the Trust Fund. Employers who reimburse in lieu of taxes reimburse the fund for all EB charges. Federal funds reimburse the Trust Fund for half of the other EB payments.

Tax Function

The Contributions Section of the Division ensures that all employers are properly reporting their workers' wages and paying the correct tax on those wages.

An administrative staff in the Central Office in Jefferson City investigates matters pertaining to employer liability and makes administrative determinations relating to employer payrolls and taxes. These determinations are appealable through the Division's appeal process and the State judicial system.

An account is maintained for each employer to whom tax payments are credited and to whom unemployment benefits paid to the employer's workers are charged. The employer's tax rate is based on the relationship of the account balance to the employer's average annual taxable payroll.

During Fiscal Year 1990 the number of employers subject to coverage provisions increased 2,737 from 124,792 to 127,529.

There were 18,864 employers not previously covered who became subject to the law and 16,127 who terminated coverage. The number of wage items (employees) reported each calendar quarter rose from 2,575,918 to 2,658,127.

The division collected $189,771,689 in contributions and earned $32,842,299 from the U.S. in interest all of which is credited to the Benefit Trust Fund.

Chapter 143 RSMo provides for the interception of income tax refund checks to offset claimant and employer debts with the Division of Employment Security. In FY90, the Employer Contributions Section intercepted $96,206 from employers delinquent in paying their contributions. To increase its efficiency this Section has implemented the use of an optical disc system effective January 1, 1990. As the system becomes more efficient it will result in the ability to answer employer tax questions in an immediate response time frame.

Field Auditors

Field auditors work out of the Division's local offices. The auditors are in daily contact with the employers relative to investigations of employer liability and the collection of unemployment insurance taxes. The auditors also assist employers in complying with the tax provisions of the Law and they handle tax enforcement problems and inform employers of their rights and responsibilities.

During FY90, the auditors made 44,242 reported contacts with employers, accountants and attorneys. In addition to securing delinquent contribution and wage reports and collecting delinquent taxes, the auditors performed 5,249 audits. The auditors found overreported tax amounting to $79,766.57 and underreported taxes amounting to $835,211.47. Some employers were found to have overreported taxable payrolls by $4,282,963 while other employers underreported taxable payrolls by $34,424,495. The auditors also discovered 14,152 workers covered by the Law that employers failed to report.

Benefits

One of the prime objectives of the Division is the prompt payment of unemployment benefits to eligible claimants. The delivery of a benefit check to a claimant is the final step in a chain of events which begins with the filing of an initial claim in one of the Division's local offices.

A person must have worked in covered employment and earned certain qualifying wages to be entitled to any unemployment insurance benefits. A separate record kept of each worker's wages permits the prompt determination of benefit entitlement when a new initial claim is filed. During FY 1990, approximately 17.6 percent of the people who filed new claims failed to meet minimum earnings requirements.

The monetarily eligible claimant is subject to nonmonetary provisions covering job separation and eligibility while unemployed. Separation from employment for any reason other than a lack of work, or refusal of suitable work while unemployed, raises an issue with a potential disqualification.

UI Wages and Benefits

Calendar Year	— Average Weekly — Wages	Benefits
1980	$260.09	$ 88.41
1981	284.23	91.45
1982	303.13	93.72
1983	318.19	93.83
1984	334.06	91.23
1985	348.25	94.97
1986	359.75	102.70
1987	372.85	108.87
1988	386.33	115.14
1989	397.50	124.16

Before a disqualification or denial of benefits is imposed, a Division deputy is required to make an investigation, weighing all the facts involved in accordance with requirements of the Law. Determinations were made on 247,740 claims filed under the regular and related benefit programs. The claimant was disqualified or denied benefits for one or more weeks in 61.9 percent of these cases.

Voluntarily leaving a job without good cause attributable to the work or to the employer was a primary reason for disqualification. The disqualification for quitting a job remains in effect until removed through reemployment with wages in insured work equal to at least ten times the individual's weekly benefit amount. The same penalty applies if a claimant refuses suitable work without good cause. Misconduct connected with the work was another major reason for disqualification. The penalty for discharge is disqualification of four to sixteen weeks, depending on the seriousness of the misconduct. In cases of aggravated misconduct, part or all of the wage credits earned with the employer involved can be canceled. Weeks of disqualification may be offset by filing otherwise valid claims for a like number of weeks of unemployment, or may be removed through reemployment with wages for insured work equal to at least eight times the claimant's weekly benefit amount.

As provided for in Chapter 143 RSMo, the Division of Employment Security entered into an agreement with the Department of Revenue for the interception of state income tax refund checks to individuals who have outstanding debts with the Missouri Division of Employment Security. The Benefits Section intercepted $269,715.35 which has been applied to outstanding overpayments to claimants who claimed benefits fraudulently.

Enacted August 13, 1981, Public Law 97-35 revised the Social Security Law to allow the collection of delinquent child support payments through the withholding of unemployment insurance benefits. The passage of House Bill 1521 authorized this procedure under Missouri law. The law provides for voluntary compliance or garnishment of UI benefits. During the fiscal year, $3,144,124.93 was deducted from unemployment insurance checks for delinquent payment of court-ordered child support.

Interstate

Under the Interstate Benefit Payment Plan, which is subscribed to by all states, a worker can file a claim for unemployment benefits against any state in any UI local office in the United States, Puerto Rico, Virgin Islands or Canada. The state through which the claim is filed (agent) makes reports and supplies facts to the paying (liable) state.

Missouri claims takers accepted 24,049 new and renewed initial claims for benefits against other states. Claimants filing from

Missouri against other states claimed 179,150 weeks of unemployment. Claims against Missouri, as liable state, numbered 21,972 initial claims and 154,646 weeks claimed.

Missouri subscribes to the Interstate Arrangement for Combining Wages. The plan permits the wages earned in a number of states to be combined under a single claim to enable an individual who has worked in more than one state to qualify for unemployment insurance.

Benefit Payment Control

The Division conducts a benefit payment control program to detect and prevent improper payments. During fiscal year 1990, 18,672 cases of improper payment were detected, resulting in establishment of $5,821,903 in overpayments for all benefit programs.

During the same period, unemployment insurance benefits paid under all programs administered by the Division amounted to $269,662,548. The percentage of benefits overpaid was 2.5 percent.

The primary means of overpayment detection is a quarterly crossmatch of employer wage reports with benefit payments. Crossmatch detected $3,728,305 in overpaid benefits. Missouri also conducts a "border crossmatch" with Kansas. Overpayments totaling $95,078 were detected by this audit process.

Collection of overpayments has a high priority in the benefit payment control program. During the fiscal year, the Division recovered $3,089,937 of improperly paid benefits.

The special collection units in Jefferson City, Kansas City, and St. Louis collected cash restitution of $765,695. The Jefferson City unit is responsible for collection activity for all areas not served by the Kansas City or St. Louis units.

Special Collection Units
FY90 Cash Restitution

Unit	$ Amount
Jefferson City	$297,779
Kansas City	211,109
St. Louis	256,807
Total	$765,695

Unemployment Compensation Fund FY90

Balance on Hand, July 1, 1989	**$375,253,162.85**
RECEIPTS	
Federal Supplemental Compensation Account	(51,309.60)
Federal Employees Compensation Account	6,205,000.00
Net Contributions Collected	189,551,685.77
Interest Credited by U.S. Treasury	32,842,299.37
Title IX (Reed Bill) Reimbursements	209,481.10
Reimbursable — Local Govt. & Other Political Subdivisions	3,133,855.48
Reimbursable — State Govt., State Hosp., Higher Education	1,172,997.68
Reimbursable — Nonprofit Organizations	2,726,286.96
Regular Extended MA Portion	(4,774.91)
CWC Reimbursements	2,992,533.31
FSB Advance	— —
EB Year-Old Cancelled Checks, State Portion	— —
Total Receipts	**$238,778,055.16**
DISBURSEMENTS	
Federal Supplemental Compensation Account	(32,828.54)
Federal Employees Compensation Account	6,202,730.42
Net Benefits Paid to Claimants	253,657,550.46
Title IX (Reed Bill) Disbursements	— —
Reimburseable — Local Govt. & Other Political Subdivisions	2,757,557.97
Reimbursable — State Govt., State Hosp., Higher Education	1,638,756.56
Reimbursable — Nonprofit Organizations	2,785,629.50
Net Regular Extended — State Portion	(3,290.95)
Net Regular Extended — MA Portion	(2,736.20)
CWC Disbursements	10,160,188.17
FSB Disbursements	— —
Total Disbursements	**$277,163,557.39**
BALANCE ON HAND, June 30, 1990	**$336,867,660.62**
CASH BALANCE, June 30, 1990	
Clearing Account United Missouri Bank, Jefferson City, MO	(365,195.30)
Trust Fund Account, U.S. Treasury	$340,916,777.87
Benefit Payment Account, Central Trust Bank, Jefferson City, MO	(3,683,921.95)
	$336,867,660.62

UI Contributions by Employer Location and Benefits by Claimant's County of Residence All Programs — Fiscal Year 1990

County	Net Employer Contributions	Initial Claims* UI	Initial Claims* UCFE UCX	Weeks Claimed UI	Weeks Claimed UCFE UCX	Weeks Paid** UI	Weeks Paid** UCFE UCX	Amount of Benefit Payments State	Amount of Benefit Payments Federal***	Amount of Benefit Payments Total
STATEWIDE	$190,789,882	437,346	5,957	2,454,515	43,205	2,016,385	54,758	$251,453,435	$5,938,595	$257,392,031
Adair	769,837	2,157	14	8,792	197	6,767	170	735,118	21,594	756,713
Andrew	129,990	1,123	14	6,346	61	5,019	80	657,537	10,037	667,574
Atchison	222,910	131	2	993	6	861	4	101,612	600	102,212
Audrain	641,128	1,829	16	9,293	110	7,674	115	916,917	13,908	930,825
Barry	1,011,793	1,891	37	9,797	164	7,086	176	832,864	21,275	854,139
Barton	225,191	593	9	2,571	33	1,764	32	204,487	4,502	208,989
Bates	176,828	1,272	21	7,841	141	5,103	182	633,088	22,304	655,393
Benton	235,268	1,222	20	8,105	114	6,125	154	733,322	18,395	751,718
Bollinger	168,347	1,881	5	6,954	79	5,358	58	644,107	6,630	650,738
Boone	3,022,553	4,231	76	26,289	446	20,747	644	2,657,042	69,969	2,727,011
Buchanan	3,596,952	8,122	96	42,187	486	31,960	479	4,022,463	58,339	4,080,802
Butler	1,140,465	3,409	75	21,438	487	17,157	452	1,986,078	51,346	2,037,425
Caldwell	112,124	650	7	3,259	65	2,385	102	302,197	11,810	314,007
Callaway	862,240	2,230	19	12,765	131	10,291	143	1,319,596	16,537	1,336,134
Camden	1,333,832	3,123	16	19,201	82	16,094	109	1,883,906	8,706	1,892,613
Cape Girardeau	2,731,269	5,660	47	26,917	254	21,511	282	2,603,321	28,185	2,631,506
Carroll	172,805	960	17	5,255	56	4,254	72	524,488	8,032	532,521
Carter	120,841	674	22	3,408	154	2,624	150	288,616	19,288	307,905
Cass	902,318	4,131	121	23,407	901	16,211	1,234	2,062,106	124,904	2,187,010
Cedar	209,973	1,299	15	6,150	132	4,545	118	484,905	14,718	499,623
Chariton	119,852	858	4	3,768	60	3,089	30	358,221	4,513	362,734
Christian	765,666	3,222	29	15,443	135	12,136	165	1,490,349	15,652	1,506,002
Clark	63,578	83	0	345	14	796	19	83,776	2,183	85,959
Clay	5,614,892	8,704	135	52,466	729	37,520	854	5,094,569	98,175	5,192,745
Clinton	179,576	1,125	12	6,505	115	4,924	93	653,604	13,705	667,309
Cole	2,165,798	3,796	60	22,183	287	18,407	306	2,400,703	37,895	2,438,599
Cooper	380,149	1,979	3	8,108	6	6,504	63	811,733	1,954	813,687
Crawford	559,875	3,071	18	13,017	81	10,939	45	1,326,638	5,912	1,332,551
Dade	82,659	468	7	2,144	30	1,625	46	199,196	5,623	204,820
Dallas	156,260	1,442	12	7,433	62	5,921	53	710,916	5,885	716,801
Daviess	99,310	552	9	2,986	80	2,366	64	287,552	9,299	296,852
Dekalb	75,034	586	9	3,211	80	2,485	88	319,814	11,730	331,544
Dent	336,731	2,594	17	9,531	153	7,965	146	812,706	19,246	831,953
Douglas	228,220	1,986	16	6,707	163	5,031	130	549,763	17,807	567,570
Dunklin	847,740	4,239	51	18,628	296	14,957	263	1,587,843	28,140	1,615,984
Franklin	2,624,984	13,642	64	64,786	411	55,617	496	7,432,978	58,795	7,491,774
Gasconade	471,245	2,717	18	11,375	97	9,777	79	1,153,198	8,377	1,161,576

* Excludes transitional claims

** Includes joint state/federal weeks paid

*** Includes federal portion of joint claim benefits

UI Contributions (continued)

County	Net Employer Contributions	Initial Claims* UI	Initial Claims* UCFE UCX	Weeks Claimed UI	Weeks Claimed UCFE UCX	Weeks Paid** UI	Weeks Paid** UCFE UCX	Amount of Benefit Payments State	Federal***	Total
Gentry	83,528	214	4	1,624	44	1,209	58	146,116	6,429	152,545
Greene	8,631,264	13,810	134	78,163	790	61,624	826	7,606,013	91,338	7,697,351
Grundy	253,301	1,263	13	5,388	69	4,673	76	553,905	8,650	562,555
Harrison	130,024	449	8	2,709	39	1,941	44	231,904	3,995	235,900
Henry	486,245	2,341	21	12,806	205	10,304	238	1,192,941	26,383	1,219,325
Hickory	82,768	441	12	2,880	93	2,011	110	233,787	8,719	242,507
Holt	101,030	303	7	1,857	48	1,453	40	178,779	5,946	184,725
Howard	133,823	982	6	4,014	71	3,365	83	397,768	11,285	409,054
Howell	1,141,041	5,890	33	20,888	186	15,614	203	1,482,843	24,581	1,507,424
Iron	218,998	1,399	19	6,864	164	5,608	164	629,711	18,331	648,042
Jackson	26,551,771	39,002	1,137	263,811	8,407	189,159	13,271	23,989,856	1,375,203	25,365,060
Jasper	3,611,073	6,443	55	40,734	217	31,670	266	3,821,352	23,617	3,844,969
Jefferson	3,030,332	21,717	165	114,779	969	100,003	990	13,542,682	116,497	13,659,179
Johnson	803,359	2,771	105	14,647	700	11,260	833	1,404,686	88,541	1,493,227
Knox	75,654	274	2	1,326	36	1,007	49	109,556	5,438	114,995
Laclede	1,292,847	8,486	43	30,041	390	25,085	390	2,806,622	40,308	2,846,930
Lafayette	552,683	2,894	45	15,120	303	11,818	357	1,505,612	43,209	1,548,822
Lawrence	556,115	2,524	30	14,494	156	11,845	186	1,426,847	19,817	1,446,664
Lewis	218,027	397	4	1,986	18	1,672	14	205,137	2,180	207,317
Lincoln	494,417	3,570	20	17,535	127	15,200	193	2,002,505	17,246	2,019,751
Linn	586,596	1,782	12	9,957	93	8,652	86	984,620	8,069	992,689
Livingston	495,904	1,025	19	4,893	128	3,957	87	461,563	10,768	472,331
McDonald	473,718	777	15	5,750	113	4,490	113	569,361	12,635	581,996
Macon	473,496	3,111	11	12,914	93	10,835	143	1,367,277	17,329	1,384,606
Madison	343,027	2,342	24	9,116	178	7,008	177	763,237	20,412	783,650
Maries	125,362	1,290	3	5,612	18	4,798	21	535,413	2,761	538,175
Marion	841,216	2,129	22	9,802	179	7,752	185	859,969	22,464	882,433
Mercer	28,171	176	2	1,015	21	768	10	94,557	1,439	95,996
Miller	700,020	2,678	11	16,376	109	14,061	158	1,658,977	15,691	1,674,669
Mississippi	526,944	2,586	9	10,465	29	8,073	41	852,018	4,411	856,430
Moniteau	382,483	1,655	12	6,973	97	5,808	95	729,960	11,398	741,359
Monroe	224,959	640	15	3,497	77	2,886	111	349,638	11,460	361,099
Montgomery	255,237	1,163	13	6,488	170	5,488	145	687,409	18,873	706,283
Morgan	367,987	1,880	12	10,266	39	8,138	52	953,226	4,446	957,672
New Madrid	850,980	2,739	15	13,827	121	11,321	151	1,334,239	14,566	1,348,805
Newton	1,231,061	3,881	32	22,281	166	17,682	120	2,181,376	15,655	2,197,032
Nodaway	524,154	673	8	4,078	62	3,161	41	375,292	5,398	380,690
Oregon	131,255	966	10	3,970	91	2,704	105	294,181	12,591	306,772
Osage	159,697	1,051	11	5,019	69	4,391	59	550,491	7,673	558,164
Ozark	138,862	755	10	3,865	155	2,879	103	297,405	11,942	309,348

* Excludes transitional claims

** Includes joint state/federal weeks paid

*** Includes federal portion of joint claim benefits

UI Contributions (continued)

County	Net Employer Contributions	Initial Claims* UI	Initial Claims* UCFE UCX	Weeks Claimed UI	Weeks Claimed UCFE UCX	Weeks Paid** UI	Weeks Paid** UCFE UCX	Amount of Benefit Payments State	Amount of Benefit Payments Federal***	Amount of Benefit Payments Total
Pemiscot	635,110	2,743	38	11,899	339	9,229	417	937,716	46,961	984,677
Perry	553,736	1,662	16	6,952	83	5,865	127	728,458	10,148	738,607
Pettis	1,308,818	4,129	58	23,229	410	18,751	462	2,169,863	55,191	2,225,055
Phelps	800,473	2,746	70	14,904	577	12,457	489	1,474,834	59,120	1,533,955
Pike	390,720	1,855	14	9,376	123	7,811	114	919,795	15,863	935,659
Platte	2,164,202	2,852	46	18,628	383	13,278	441	1,810,949	53,071	1,864,020
Polk	374,983	1,883	18	9,781	109	8,006	94	926,348	12,661	939,009
Pulaski	787,751	5,173	317	19,045	2,491	15,240	2,400	1,664,043	285,480	1,949,524
Putnam	83,453	146	3	1,019	12	1,060	6	122,334	920	123,254
Ralls	128,395	681	7	3,815	30	3,204	48	382,647	4,987	387,634
Randolph	661,856	1,887	9	9,595	41	7,537	110	903,527	9,082	912,610
Ray	242,537	1,974	22	11,897	201	9,380	216	1,213,579	20,355	1,233,934
Reynolds	168,145	543	17	2,850	87	2,387	65	273,770	8,048	281,819
Ripley	201,474	954	15	4,837	113	3,634	107	425,308	12,883	438,192
St. Charles	6,749,394	15,674	135	86,339	687	71,914	603	9,895,692	71,442	9,967,135
St. Clair	108,058	703	10	4,525	127	3,543	145	410,831	17,769	428,600
Ste. Genevieve	523,674	2,094	15	8,181	117	6,956	93	851,426	12,420	863,846
St. Francois	1,290,258	7,226	64	33,876	405	28,236	336	3,423,720	44,017	3,467,738
St. Louis City	20,105,379	34,610	713	260,239	6,591	215,649	8,846	26,135,947	861,848	26,997,796
St. Louis Co.	49,960,049	53,710	801	354,171	5,574	297,670	6,686	39,960,614	712,314	40,672,928
Saline	603,540	2,239	20	10,761	109	8,626	97	1,026,682	13,608	1,040,290
Schuyler	32,832	459	0	1,933	0	1,313	21	141,611	2,343	143,954
Scotland	77,381	320	5	1,371	55	1,010	39	108,915	6,110	115,025
Scott	1,160,594	4,532	40	20,156	299	15,819	289	1,855,939	31,432	1,887,372
Shannon	188,012	1,756	45	6,347	446	4,993	541	481,563	64,233	545,796
Shelby	158,013	707	3	2,498	25	1,998	21	252,110	3,173	255,283
Stoddard	1,180,388	4,772	40	19,795	218	16,227	266	1,777,912	27,582	1,805,495
Stone	749,668	2,468	21	17,043	131	14,524	130	1,591,877	16,844	1,608,721
Sullivan	122,356	295	3	1,793	25	1,406	34	179,936	4,681	184,617
Taney	1,353,011	4,231	20	30,316	220	26,011	254	2,730,020	34,369	2,764,389
Texas	697,065	5,321	35	18,728	299	15,387	374	1,608,404	40,240	1,648,644
Vernon	340,325	1,420	5	7,209	78	5,079	115	598,220	13,762	611,982
Warren	572,650	2,445	9	12,978	24	11,328	36	1,548,297	3,753	1,552,051
Washington	281,291	3,918	24	18,915	145	16,368	149	2,008,248	15,784	2,024,033
Wayne	392,545	2,489	9	9,806	78	7,682	144	846,294	13,902	860,196
Webster	489,553	3,903	27	15,506	181	12,386	210	1,488,503	23,295	1,511,799
Worth	35,084	93	0	677	0	542	0	71,360	0	71,360
Wright	612,068	3,606	12	12,596	102	9,934	123	1,036,458	14,551	1,051,010
Out-Of-State	59,429	27,211	560	184,089	4,645	89,855	2,727	11,949,507	321,010	12,270,517
NEC	4,667,553	3,006	9	33,135	332	68,977	2,020	9,233,469	250,636	9,484,106

* Excludes transitional claims

** Includes joint state/federal weeks paid

*** Includes federal portion of joint claim benefits

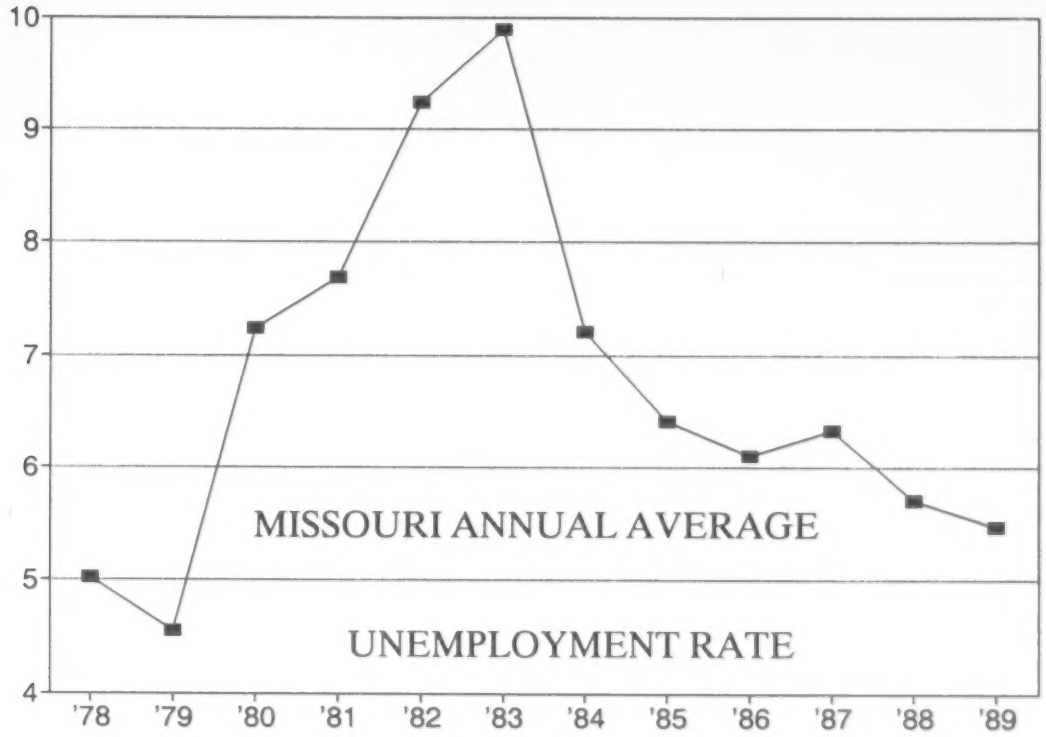
UI Claims and Benefits

Calendar Year	First Payments	Weeks Compensated	Benefits Paid $(000)	Average Weekly Benefit	Average Duration (Weeks)	Exhaustion Rate (%)	Federal Loans $(000)	Net Reserves Dec. 31 $(000)
1938	—	—	—	—	—	—	—	$ 4,036
1939	—	657,247	$ 5,461	$ 8.68	—	—	—	49,283
1940	141,876	880,080	7,259	9.09	6.2	55.3	—	58,106
1941	84,605	605,736	5,388	9.60	7.2	44.8	—	77,744
1942	67,588	696,183	8,130	12.35	10.3	44.8	—	90,787
1943	20,072	179,395	2,359	13.82	8.9	29.8	—	111,216
1944	15,734	109,439	1,576	15.27	7.0	22.0	—	139,505
1945	70,453	600,941	9,916	16.75	8.5	39.0	—	159,758
1946	109,318	1,290,676	20,946	16.40	11.8	49.6	—	158,616
1947	87,692	1,046,955	16,893	16.40	11.9	39.0	—	166,366
1948	85,376	866,344	13,410	16.20	10.1	30.6	—	181,867
1949	138,762	1,378,439	22,479	17.17	9.9	29.0	—	187,516
1950	103,962	1,224,621	19,854	16.94	11.8	29.8	—	194,674
1951	91,347	765,324	12,090	17.30	8.4	17.8	—	214,143
1952	82,952	739,307	13,624	19.87	9.5	15.0	—	220,507
1953	100,284	817,896	15,534	20.50	8.2	16.8	—	224,259
1954	153,044	1,801,509	36,666	21.46	11.8	27.7	—	208,060
1955	105,095	1,191,127	23,478	21.13	11.3	23.9	—	208,297
1956	116,848	1,091,592	21,757	21.36	9.4	20.2	—	217,618
1957	124,079	1,172,230	24,753	22.58	9.5	20.5	—	226,562
1958	156,463	1,989,661	50,772	27.53	12.7	23.3	—	205,467
1959	117,097	1,266,837	32,250	27.46	10.8	21.1	—	208,199
1960	148,740	1,558,290	41,317	28.61	10.5	19.5	—	201,724
1961	147,193	1,923,189	52,229	29.11	13.1	25.4	—	194,427
1962	130,327	1,474,902	43,902	31.88	11.3	22.8	—	199,077
1963	125,769	1,368,164	41,858	32.95	10.9	20.2	—	206,895
1964	112,080	1,203,664	37,321	33.36	10.7	19.5	—	220,055
1965	101,194	991,475	31,109	33.79	9.8	17.8	—	241,074
1966	90,290	864,607	29,159	36.99	9.6	13.6	—	266,231
1967	106,905	992,480	34,363	38.37	9.3	13.7	—	267,957
1968	93,423	906,196	34,613	41.51	9.7	14.3	—	277,404
1969	96,682	943,372	39,053	44.85	9.8	15.3	—	286,736
1970	159,483	1,604,229	73,237	48.67	10.1	17.4	—	263,566
1971	144,090	1,795,065	84,840	49.53	12.5	26.3	—	232,054
1972	118,970	1,486,290	72,137	51.04	12.5	26.1	—	230,723
1973	115,220	1,359,369	68,869	53.39	11.8	23.1	—	236,366
1974	171,853	1,822,911	98,089	56.44	10.6	24.5	—	245,490
1975	238,288	3,618,602	227,744	66.18	15.2	38.3	—	94,893
1976	176,229	2,275,766	155,784	73.07	12.9	37.2	—	88,994
1977	166,703	1,983,264	138,593	74.05	11.9	31.3	—	120,988
1978	168,689	1,808,575	129,443	75.62	10.7	29.8	—	210,948
1979	189,700	2,042,387	153,961	77.82	10.8	27.3	—	295,904
1980	244,383	3,284,393	288,371	88.41	13.4	36.8	—	125,698
1981	219,900	2,881,462	263,860	91.45	13.1	36.4	—	1,188
1982	237,824	3,259,355	312,397	93.72	13.7	38.3	89,825	(64,307)
1983	182,975	2,627,809	246,559	93.83	14.4	43.5	89,825	(35,546)
1984	160,780	1,854,359	169,173	91.23	11.5	30.6	—	91,823
1985	165,854	2,051,313	194,803	94.97	12.4	26.8	—	217,310
1986	172,060	2,180,519	221,854	101.74	12.7	27.2	—	321,056
1987	153,103	2,071,041	212,699	108.87	13.9	29.0	—	346,392
1988	145,103	1,946,229	222,813	114.83	13.7	29.3	—	374,985
1989	160,565	2,010,295	244,234	124.16	13.0	20.9	—	357,884

UI Employment and Earnings

Calendar Year	Average Number of Covered Employers	Average Monthly Covered Employees	Wages Paid In Covered Employment (in thousands) Total	Wages Paid In Covered Employment (in thousands) Taxable	Contrib. Due (000)	Avg. Tax Rate Percent Of Total Wages	Avg. Tax Rate Percent Of Taxable Wages	Taxable Wage Base
1938	12,499	501,398	$ 636,789	$ 636,789	$ 19,136	3.01%	3.01%	Total
1939	13,269	527,478	686,265	686,265	19,521	2.84	2.84	Total
1940	13,829	554,111	734,694	734,694	19,837	2.70	2.70	Total
1941	13,657	656,086	970,653	899,999	24,300	2.50	2.70	$3,000
1942	13,351	719,560	1,201,732	1,090,470	16,422	1.37	1.51	3,000
1943	13,051	752,079	1,400,114	1,262,961	21,430	1.53	1.70	3,000
1944	13,620	722,991	1,463,255	1,305,962	26,415	1.81	2.02	3,000
1945	13,577	705,408	1,498,132	1,330,780	25,621	1.71	1.93	3,000
1946	13,791	722,173	1,628,575	1,407,771	16,414	1.01	1.17	3,000
1947	14,702	762,231	1,920,696	1,620,075	22,103	1.15	1.36	3,000
1948	16,682	779,043	2,139,021	1,752,771	25,606	1.20	1.46	3,000
1949	17,534	763,656	2,176,430	1,762,109	23,655	1.09	1.34	3,000
1950	18,060	781,645	2,362,343	1,866,030	22,870	0.97	1.23	3,000
1951	19,501	825,835	2,672,369	2,051,528	26,750	1.00	1.30	3,000
1952	19,004	854,981	2,959,113	2,205,738	12,296	0.42	0.56	3,000
1953	19,617	883,468	3,236,132	2,337,919	13,678	0.42	0.59	3,000
1954	20,176	844,815	3,192,574	2,260,929	15,003	0.47	0.66	3,000
1955	20,772	862,986	3,406,504	2,338,209	18,482	0.54	0.79	3,000
1956*	33,372	937,275	3,794,664	2,577,230	26,341	0.69	1.02	3,000
1957	34,036	949,833	3,976,990	2,610,877	25,708	0.65	0.98	3,000
1958	35,726	923,116	4,016,128	2,569,281	25,664	0.64	1.00	3,000
1959	36,630	953,308	4,374,882	2,699,536	29,301	0.67	1.09	3,000
1960	36,705	961,295	4,532,989	2,737,944	28,779	0.63	1.05	3,000
1961	36,830	945,691	4,575,125	2,705,006	40,085	0.88	1.48	3,000
1962	37,067	964,745	4,850,506	2,800,898	42,250	0.87	1.51	3,000
1963	36,765	984,561	5,169,784	2,891,540	42,435	0.82	1.47	3,000
1964	37,012	1,007,848	5,536,341	3,004,209	42,714	0.77	1.42	3,000
1965	37,583	1,051,848	6,064,819	3,159,712	44,409	0.73	1.41	3,000
1966	37,947	1,110,878	6,504,283	3,386,103	44,219	0.68	1.31	3,000
1967	38,466	1,136,133	6,966,257	3,491,807	23,430	0.37	0.67	3,000
1968	38,660	1,165,930	7,632,888	3,668,116	32,385	0.42	0.88	3,000
1969	38,919	1,203,717	8,234,186	3,821,001	35,095	0.43	0.94	3,000
1970	39,720	1,189,325	8,695,885	3,802,890	35,958	0.41	0.95	3,000
1971	40,693	1,173,986	9,056,193	3,751,398	38,310	0.42	1.02	3,000
1972**	72,569	1,352,122	10,752,904	5,494,228	64,701	0.60	1.18	4,200
1973	85,196	1,446,037	11,640,149	5,580,447	58,575	0.50	1.79	4,200
1974	86,038	1,460,640	12,565,740	5,679,258	92,621	0.74	1.63	4,200
1975	87,121	1,411,946	13,091,625	5,517,783	86,793	0.66	1.57	4,200
1976	89,997	1,472,109	15,928,705	6,132,035	163,949	1.03	2.67	4,500
1977	91,023	1,530,843	16,225,290	6,524,563	170,377	1.05	2.61	4,500
1978***	99,892	1,835,143	21,085,209	8,710,463	211,890	1.00	2.43	6,000
1979	103,965	1,890,608	23,482,229	9,162,637	208,356	0.89	2.27	6,000
1980	106,747	1,849,072	25,105,822	9,126,346	91,816	0.37	1.01	6,000
1981	106,813	1,838,552	27,185,203	9,226,566	145,993	0.54	1.58	6,000
1982	106,345	1,798,639	28,356,202	9,556,739	253,755	0.89	2.66	6,600
1983	107,966	1,820,539	30,122,012	10,143,351	279,981	0.93	2.76	7,000
1984	111,292	1,914,118	33,250,462	10,888,274	287,115	0.86	2.64	7,000
1985	115,691	1,972,705	35,710,862	12,419,731	303,522	0.85	2.44	8,000
1986	119,045	2,023,163	37,863,302	13,527,378	294,549	0.78	2.18	8,000
1987	119,663	2,074,484	40,211,542	12,671,481	215,534	0.54	1.70	7,500
1988	122,009	2,149,003	42,805,809	12,434,369	205,632	0.48	1.65	7,000
1989	127,328	2,185,839	45,181,312	12,768,133	190,039	0.42	1.49	7,000

* Coverage extended to 4 or more
** Coverage extended to 1 or more plus state hospitals and higher education
*** Coverage extended to state and local governments, agriculture, domestics and nonprofit



Shared Work Plan

Starting in October, 1987 Missouri has a shared work plan which allows employees of participating employers to draw partial UI benefits in exchange for voluntarily reducing their hours of work. The plan allows some workers who would be laid off full-time to work at least 60% of their regular hours if all workers in the section agree to a similar reduction in work hours. In return all workers can draw up to 40% of their weekly UI benefits. The benefits are not reduced due to earnings. All benefits paid under Shared Work are charged to the participating employer and in some cases may raise the employer's contribution rate. The employers voluntarily elect to participate in this program in order to retain their trained workers.

During FY 1990 there were 1,870 claims for benefits under Shared Work, resulting in a total of 15,205 weeks claimed and benefit payments of $445,398.

Appeals

The Missouri Employment Security Law provides for appeals from deputies' determinations concerning unemployment insurance benefits and employer liability.

After an appeal is filed, a trial-type hearing is conducted by an Appeals Referee who then renders a written decision. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party.

During fiscal year 1990, the staff of 35 Appeals Referees and 36 support personnel dealt with 22,989 appeals. There were 22,615 unemployment insurance appeals involving individual claimants resolved by written decisions or orders.

In addition, 1 interrogatory case for another state was handled, 50 cases involving 819 appeals concerning employer tax liability were resolved by decisions or orders.

Missouri Division of Employment Security
Directory of Local Offices

Main Local Office	Manager	Administrative Areas Served	Branch Office(s)
Arnold	Larry Turner	Jefferson	
Branson	John M. Miller	Stone, Taney	
Cape Girardeau	Jackie Cecil	Bollinger, Cape Girardeau, Perry	
Chillicothe	Herb Ferguson	Caldwell, Daviess, Grundy, Linn, Livingston, Mercer	
Clinton	Dennis Murphy	Benton, Henry, Hickory, St. Clair	
Columbia	Dean L. Smith	Boone, Callaway, Cooper, Howard	
Crestwood	James W. Fox, Jr.	St. Louis County	
Flat River	Don Price	Iron, Madison, Ste. Genevieve, St. Francois, Washington	
Gladstone	Carolyn E. Londerholm	Clay, Platte	
Grandview	Wayman Snead	Cass, Jackson	
Hannibal	Dennis Andrews	Clark, Lewis, Marion, Monroe, Pike, Ralls, Shelby	
Independence	Francis E. Zizza	Jackson	Blue Springs
Jefferson City	Bob Harrison	Cole, Miller, Moniteau, Osage	
Joplin	Louis E. Kelley	Jasper, McDonald, Newton Branch Office: Jasper, McDonald, Newton	Carthage
Kansas City DT	Jacquelyn Jackson	Jackson	
Kennett	Freddie L. Graham	Dunklin (South) Caruthersville: Pemiscot Malden: Dunklin (North), New Madrid (South of Hwy. 62)	Caruthersville Malden
Kirksville	R. Duane Bradley	Adair, Knox, Putnam, Schuyler, Scotland, Sullivan	
Lebanon	David E. Jeffries	Camden, Dallas, Laclede, Wright Branch Office: Camden	Camdenton
Lexington	Gene Parman	Lafayette, Ray	
Marshall	Linda F. Dryer	Carroll, Saline	
Maryville	Beverly Alford	Atchison, Gentry, Harrison, Noddaway, Worth	
Mexico	W. Roger Otey	Audrain, Montgomery	
Moberly	Michael E. Carr	Charlton, Macon, Randolph	
Monett	Charles H. Sanders	Barry, Lawrence	
Nevada	Iva L. Reed	Barton, Bates, Cedar, Vernon	
Poplar Bluff	Joseph D. Swafford	Butler, Carter, Reynolds, Ripley, Wayne	
Rolla	Lloyd T. Misner	Crawford, Dent, Maries, Phelps, Pulaski	Ft. Leonard Wood
St. Ann	John E. Pendleton	St. Louis County	
St. Charles	Eugene F. Wilson	St. Charles County, Lincoln, Warren	
St. Joseph	Peggy J. Talbert	Andrew, Buchanan, Clinton, DeKalb, Holt	
St. Louis DT	Bill R. Haney	St. Louis City	
St. Louis Central	Amerilys L. Bowden	St. Louis City	
St. Louis South	J. Nolan Hollingsworth	St. Louis City	
Sedalia	Gilbert Hake	Johnson, Morgan, Pettis	
Sikeston	John R. Grimsley	Mississippi, New Madrid (North of Hwy. 62), Scott, Stoddard Branch Office: Stoddard	Dexter
Springfield	Paul H. Hitt	Christian, Dade, Greene, Polk, Webster Branch Office: Webster	Marshfield
Washington		Franklin, Gasconade	
West Plains	David P. Thompson	Douglas, Howell, Oregon, Ozark, Shannon, Texas	